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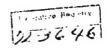
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2 8 JUN 1972

Mr. Tennent H. Bagley 2721 Glenwick Place LaJolla, California 92937

Dear Petes

As you reach the end of your active career of Government service. I want to join your friends and colleagues in wishing you continued success and entisfaction in your retirement.

You have been privileged to face the challenge of important responsibilities during your more than twenty-five years of service to your country. The success with which you have met this challenge should be a source of lasting gride to you.

hisy I extend to you, personally and officially, my sincere appreciation for the important work you have done and my warmest hopes that you will find full enjoyment to the years shead.

Sincerely,

ent Richard Bolms

Kichard Holms
Director

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/s/Harry E. Ficher

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Originator:

Director of Personnel

OP/RAD/ROB/PJScidel:jat/3257 (21 June 1972)

ADMINISTRATIVE - INTERNAL USE ONLY

30 June 1972

MEMORANDUM FOR THE RECORD

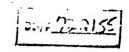
SUBJECT: Retirement - Tennent H. Bagley

- 1. The retirement of Subject, effected as a result of a memorandum from the Head of his Career Service stating that he is surplus to the needs of the Service and that his retirement will be recommended to the Director under the provisions of the CIA Retirement and Disability System pertaining to involuntary retirement, in no way implies an adverse action. Subject signed an application for retirement of his own volition in order to qualify for an immediate retirement annuity. The liberalized criteria for such separations was established by the Agency to parallel similar actions under the Civil Service Retirement System in accordance with FPM Letter No. 831-23, dated 10 December 1969.
- 2. Any inquiry received concerning the nature of the separation of Subject from the Agency should be confirmed simply as a retirement.

Ronald Gage

Retirement Affairs Division

SECRET



1 2 MAY 1972

MEMORANDUM FOR: Tennent H. Bagley

SUBJECT

: Involuntary Retirement Under the CIA Retirement

and Disability System

- 1. This will confirm a previous discussion with you concerning the problem of a surplus in your career service of on-duty strength in relation to new reduced ceiling and the consequent need to effect a reduction in personnel. At that time you indicated your willingness to assist your career service in reaching its reduced personnel ceiling by accepting involuntary retirement.
- 2. Accordingly, and in order to establish the necessary conditions for involuntary retirement under CIARDS, I have determined that you are surplus to the needs of your career service and will recommend your retirement to the Director, effective 30 June 1972.
- 3. I urge you to contact the Retirement Affairs Division, Office of Personnel, where every effort will be made to provide whatever information and assistance you may need in preparing for your proposed retirement.

Thomas H. Karumessines
Deputy Director for Plans

1. ans

Employee Signature

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CIA RETIREMENT AND DISABILITY SYSTEM Request for Retirement

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5 May 1970

MEMORANDUM FOR: Secretary, CSCS Board

Recommendation for Promotion to GS-17 -Mr. Tennant H. Bagley

- 1. It is recommended that Mr. Tennent H. Bagley be promoted to GS-17. He has been in grade as GS-16 since June 1965 and has served as COS in Brussels since August 1967. His previous assignment was as Deputy Chief, SB Division.
- 2. The reasons for this promotion are amply covered in my fitness report of this same date. I have just returned from an extensive trip through the European area, during which I had a chance to see and talk with a very large number of officers under both official and non-official cover. Pete Bagley is one of two whom I am recommending for promotion as a result. He is one of our very finest station chiefs, possessed of imagination, intellect and ability personally to handle operations which very few of his colleagues can match. He is one of those on whom the future of the Organization is going to depend, and I believe that the promotion is more than justified.

18/

John L. Hart Chief European Division

13 August 1970

Acting Chief, EUR Division, confirmed this nomination for the

Fall 1970 Review.

Rughany

Robert W. Sheay Secretary, Clandestine Service Career Service Bd

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19 327 1967

MEMORANDUM FOR: Director of Central Intelligence

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Deputy Director for Plans

SUBJECT

Appointment of Mr. Tennent H./Bagley as Chief of Station, Brussels, Belgium

1. The appointment of Mr. Tennent H. Bagley as Chief of Station, Brussels, Belgium, effective on or about 15 June 1967, is recommended. Mr. Bagley would replace Mr. William D. O'Ryan.

2. Mr. Bagley has been an employee of the Agency since July 1950, and is presently assigned as an Operations Officer, Daputy Chief, Soviet Bloc Division, GS-16. A blographic profile, including information regarding his Agency experience and training, is attached.

Rolfe Kingsley
Chief
European Division

1 Attachment Biographic Profile (Parts 1 & 2)

APPROVAL RECOMMENDED:

Deputy Director for Plans

25 Jan 6 -

The recommendation in paragraph 1 is APPROVED:

dimandellem.

27 JPT 367

Director of Central Intelligence

Date



3 October 1966

NEMORANDUM FOR:

Mr. Robert W. Sheay

Secretary

Clandestine Services Career Service Board

SUBJECT:

Mr. Tennent H. Bagley Promotion to GS-17

- 1. Mr. Bagley was promoted to GS-16 on 6 June 1965. At that time he was Chief, CI Group, SR Division. On 1 September 1965 he was appointed Deputy Division Chief, SR Division. As his fitness reports attest, his performance in that position was outstanding and when in May 1966 the Soviet Bloc Division was created he was named Deputy Division Chief of the new Division.
- 2. There is little that need be added to previous fitness reports in my evaluation of Mr. Bagley's current performance. It continues to be that of a dedicated and gifted officer whose energies and extensive substantive knowledge make a vital contribution to one of the top priority programs of the Clandestine Services. Much more important, in considering Mr. Bagley for promotion to the next level of the supergrades, is his potential for additional growth and responsibility. He would be capable now of taking charge of a field station, particularly one with special opportunities for work against the Soviet Bloc and the Chinese targets. With time (he is forty-one) he will be capable of assuming the senior position in any division or staff in the CS. He is clearly one of the outstanding officers in our service.

David E. Murphy
Chief, Soviet Bloc Division

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DD/P 6-1089 16 March 1966

MEMORANDUM FOR: All Staff and Division Chiefs

SUBJECT: Appointment of a Clandestine Services
Career Trainee Selection Board

1. A Clandestine Services Career Trainee Selection Board (hereafter called The Board) is hereby appointed, composed of the following officers:

Robert Anderson - Member
Tennant Ragley - Member
Bruce Cheever - Chairman
Lewis Lapham - Member
Edward Ryan - Member

- 2. The Board will review all files and assessments of CTs who have finished the Operational Familiarization Course, and who are candidates for admission to the Clandestine Services. The Board will interview each candidate and, after due deliberation, will either accept or reject the CT for service in the Clandestine Services. Rejection by The Board will proclude the attendance by the CT at the Operations Course. CT's so rejected will be turned back to the CIA Office of Personnel for disposition.
- 3. In interviewing the CT candidate The Board will:
 - a. Attempt to determine the CT's motivation and suitability for service in the CS.
 - b. Evaluate the CT's training to date based on his record in the Introduction to Communism, Agency Orientation, Introduction to Intelligence Techniques and the Operational Familiarization Course. If the CT has served in an attached capacity with one of the Staffs or Divisions upon completion of the OFC, the assessment of that Staff or Division on the CT's performance and potential will be taken into consideration on his overall evaluation.
 - c. Review the CT's assessment by the A & E Staff.

- d. Attempt to determine the following:
- (1) The CT's willingness to serve overseas as directed by the CS.
- (2) The mobility and suitability of the CT's family, if any, for overseas service.
- (3) What future does the CT foresee for himself in the CS. Where does he want to go; where does he think he is going.
- (4) Any reservation the CT may express or imply as to his participation in the Special Operations Course.
- (5) Such other items—as The Board may consider relevant in the interview of specific candidates.
- o. Prepare a Memorandum of Record expressing the opinion of The Board and any observations or recommendations The Board may wish to record on its interview of the CT. Such M/R will become a part of the permanent file of the CT.
- 4. The Board will meet beginning on April 13, 1966, in Room 3-C-28, for half days, and will continue until all CT's are interviewed. The Chairman may call for such additional sessions as are necessary to complete The Board's work.
- 5. DDP/TRO will act as Secretary to The Board and will be responsible for coordination with OTR to ensure the presence of the CT's for the interview and that appropriate assessment records in the hands of OTR are available to The Board.
- 6. CSPS will provide administrative support to The Board, and will ensure that CT's now attached to the Staffs and Divisions are present for the interview and

that the assessment by the Staffs and Divisions is available to The Board.

7. The method of CT selection outlined above supersedes previous selection procedures employed by the CS in determining CT acceptance into the CS.

> Desmond FitzGerald Deputy Director for Plans

pistribution:

2 - each Staff & Division Chief 1 - each DDP Training Officer

1 - each DDP Senior Training Officer

2 - DC/FI (Mr. Anderson)
1 - DC/SR (Mr. Bagley)
1 - C/SOD (Mr. Cheever)
1 - DC/CA (Mr. Lapham)
1 - DC/WE (Mr. Ryan)

5 - C/CSPS (for file)

1 - Director of Training

1 - Deputy Director of Training1 - Chief, Career Trainee Program

1 - COS/Isolation

SECKET (When Filled In)

14 July 1966

MEMORANDUM FOR: Mr. Tennent H. Bagley

: Head of CS Career Service THROUGH

SUBJECT Notification of Designation as a Participant in the CIA Retirement and Disability System

remain in the System, your designation as a participant was made

My recent memorandum on the above subject informed you that I had determined that you met the criteria specified in HR 20-50 for designation as a participant in the CIA Retirement and Disability System. On the basis of this determination and your recently executed election to

effective 3 July 1966.

Director of Personnel

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27 October 1964

MEMORANDUM FOR:

Mr. Robert W. Sheay

Secretary

Clandestine Services Career Service Board

SUBJECT:

Tennent II. Bagley. Promotion to GS-16

- Mr. Bagley is without question among the best qualified of the senior officers in SR Division and is also one of the most competent counterespionage officers in the Clandestine Services as a whole. Few have had his prep-aration or his experience in the Soviet Bloc aspects of this field. After entering on duty in 1950 he was assigned to the Vienna Station where for five years he worked directly on operations against the Soviet intelligence elements concentrated there. When he returned to Headquarters, he supervised the CE Section of the Polish Branch, EE Division when a combination of defectors and penetrations of the Polish services made this job one of the most demanding of any in the Clandestine Services. In his next overseas assignment in Switzerland, he evolved techniques of operational analysis of Soviet intelligence residencies which form the backbone of the system we are using today. While in this post he participated in an operation involving a major penetration of the Polish intelligence service which also had enormous significance for our efforts against the Soviets. Just prior to his departure from Switzerland, he handled one of the most complex and challenging Soviet CE operations ever encountered by our service.
- 2. In 1962 he was appointed Chief of SR Division's CE element. Under his direction the CE effort of the Division took on entirely new dimensions. Because of Mr. Bagley's marvelous combination of CS experience, substantive knowledge and enthusiasm, the SR/CI Group has become one of the most effective and highly motivated units in the Division. The Group has developed a high level of substantive specialization which it applies to CS coverage of the Soviet intelligence services throughout the world. At the same time, a large percentage of the Group's best officers have been committed full time to a special operation of great value and significance. The ability of



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SR/CI to absorb this workload stems not only from Mr. Bagley's capacity for professional guidance but his effectiveness in leading and inspiring those under him.

- 3. Mr. Bagley's record to date reveals a high degree of specialization in counterespionage yet it would be misleading indeed to conclude that his professional interests and potential are confined to this field. His contributions to the broader problems of Soviet operations have been invaluable particularly in the way in which he has suggested new techniques for attacking the Soviet target abroad.
- 4. I consider Mr. Bagley an outstanding officer to whom the Clandestine Services will turn for the exercise of still greater responsibilities in the future. He is fully qualified for promotion to GS-16. I urge that he be promoted now in recognition of the work he has done so far and the potential he possesses for a productive career at the top level of Clandestine Services officers.

David E. Murphy Chief, SR Division

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SECRET

NOTICE OF OFFICIAL DISABILITY CLAP! FILE

14-21-35

DODS 63-397

10 October 1963

MEMORANDUM FOR: Mr. Tennent H. Bagley

Chief, CI Branch, SR Division

SUBJECT:

DODS-Sponsored Orientation Program for Contact Division Field Officers

I wish to express my appreciation for your participation in our training program at Warrenton from 23-27.
September 1963. On balance, this program, which was designed to familiarize 00/CD personnel with the general mission of the Clandestine Services and the particular problems of DODS, went very well.

Your presentation stood out as one of the highlights of the program and received unanimous commendation from the OO/CD officer-trainees. Your able exposition on a most important subject contributed heavily to the success of the program and is indeed much appreciated.

C. TRACY HARNES

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MEMORARDUM FOR: Director of Personnel

BAGLEY Tennent H. Foreign Service Cover Fromotion

According to information received from the Department of State

Subject has been promoted from FSR-6 \$8,655 to

5 February 1961

Chief, Official Cover Branch, CCG

Compensation & Tax Accounts Branch

SECRET

CLASSIFICATION

Chief, FE

Atthir Kenneth M. Wilbanks

FROM: Chief of Kission, Austria

SUBJECT: screen.

Administrative

Promotion - Chief of Recommendation for Promotion - Chief of Recommendation - Chief of Recommendation - Chief of Recommendation - Chief of Recommendation -

- 1. Subject joined KUBARK in July 1950. He was given the Staff Orientation, and the Basic and Advanced Operations courses prior to his arrival at VOB in June 1951. After a period of agent handling and technical work in the operations support field, Subject was made Chief of the Counter Espicasse Section for the Mission in November 1952, a position which he has held until his very recent reassignment to the Soviet Section. Following Home Leave, he began his second tour here in September 1953. Subject Joined the Mission as a GB-9, was promoted to GB-11 on 26 April 1953.
- 2. Subject was given a rather long apprenticestip in Vienna before he was called upon to set up the CE Section. During this orientation period he was exceed to a variety of intelligence problems, including technical surveillance, photography, secret writing, and documentation, the handling of the imerican deep cover agents, the training and mounting of an Rungarian border crosser, and the direction of an Austrian double agent. As Chief of the Counter Espienage Section, Subject's responsibilities included the supervision and training of its personnel, the direction and coordination of its activities, and the setting up of procedures for namechacking, carding, file research, and the raintenance of CE and central personality files. Subject was personally responsible for CE analysis as directed by the Chief of Operations. Subject's activity has been restricted to the Soviet CE picture, which we consider a major operational effort of this Mission.
- 3. Subject's interest and enthusiasm in his work, his attention to duty, and his ability to obtain results have been outstanding attributes in his performance here, and have resulted in his becoming there will familiar with the CE problem in Austria. He has done exceptionally well on a variety of operations, giving each of his cases a maximum amount of planning, and demonstrating an unusual grasp for datails. He has read widely in case files, and now possesses a better than average counter-intelligence backs und. Subject has a good working knowledge of German, which he has learned from scratch here, and to has built up a remarkable knowledge of this area. He was quick to learn the techniques of basic tradecraft, which had enabled him to teach junter case officers and to instruct in the tradecraft seminars held at VOB. His staff guidance in certain double agent cases has increased considerably their value to this Fission. britten reports turned in by Subject have been excellent, displaying forcefulness, fluency, and lucidity, as well as the essential brevity. He has a forceful personality and is unusually successful in agent handling.

4. A mature appearance,

CLASSIFICATION

MAR 1949 51-28 A

i. I mature appearance, as especially nature manner, and as excellent social presence have enabled Subject to now freely in the local scene. We consider him as extremely valuable senior case officer, and recommended manisously that he be promoted to B-12 at a recent meeting of the Promotion Poards.

Distribution

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I certify that I completed the Cable Writing Refresher So. MAY 2 1956

Nem (Please Frint)

STANDARD FORM 127
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PRESCRIPTOR OF SERVICES ADMINISTRATION
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REQUEST FOR OFFICIAL PERSONNEL FOLDER (GEPARATED EMPLOYEE)

1: DATE OF REQUEST 7/27/57

Submit in duplicate to the Pederal Records Center, St. Louis: Mo.

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5 August 1956

EL/Personnel MENORANDUM FOR

Promotion Recommendation - Tement II. Bagley

1. We recommend herewith that Tennent E. Bagley, incumbent of slot BO-216 on the T/O of EZ/P be promoted from GS-12 to OS-13.

2. Mr. Bagley is one of the best all arcend operations officers the undersigned has ever worked with, and evinces in all matters he has been concerned with a deep and mature unterstanding of intelligence operations and a deep sense of responsibility and integrity. He has, since joining EE/P; been Chief of the CE Section, supervising the work of a staff of five, sense of whom are of equal rank with Subject and have been concerned with Agency Polish matters for many years. Mr. Bagley erganized his section in a most efficient and tactful manner and succeeded in turning the work of his subordinates into chamels of real value to the Branch, a job requiring so mean diplomacy and patience.

3. As a supervisor and as an operations officer Mr. Eagley has distinguished himself while at this Branch in a manner which clearly calls for his advancement to a grade which would only be commensurate with the extent of his responsibilities and his singular shillties to carry them out.

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Chief of Operations, DD/P

25 May 1955

Director of Boourity

BAOLEY, Tennest Herrington - #38638

1. Reference is made to your memorandum of 7 April recommending to the Director of Central Intelligence approval of the request made by Mr. Regley for permission to remain in the employ of the Agency following his marriage to Mise Maria Lonyay.

2. This is to report that the Deputy Director of Central Intelligence has approved Mr. Bagley's request subject to the conditions contained in a HUNGRANDUN FOR THE RECORD dated 18 May 1955, a copy of which is attached.

FOR THE DIRECTOR OF SECURITY.

Ernal P. Coiss Chief, Personnal Security Division

Attachment: DECI Nemo dated 18 May 1955

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cos Director of Personnel

CLUBE

COPI SETTE

18 May 1955

MENORANDON FOR THE RECORD

The request of Tennont Harrington Begley for permission to remain applicated by this Agency after marriage is approved subject to the followings

- 1. Subject's immediate supervisor will be notified by cable to counsel with subject regarding the serious effect the carriage will have in impairing what otherwise appears to be an outstanding sareer with this Agency. Subject, although young, has desconstrated exceptional ability and great promise and has been promoted well shead of others of his age bracket. Based upon his actions to date, it would appear subject might ultimately expect to attain a position of considerable importance and responsibility in this. Agency, if no inherent limitations develop. The proposed marriage places such a limitation on the use of subject, not only in particular parts of Europe, but in Headquarters as well. Certain elemenaces required of high level employees of the igency will be difficult to obtain if this marriage is contracted, and the limitations on the type of assignments which will be available to him will not subsuce his coreer development.
- 2. After receiving this counsel and giving it consideration, if subject continues in his desire to marry and contracts the marriage, he will be removed from Austria as soon as he can conveniently arrange for his spouse's visa. Following the marriage, he shall be withdrawn from the more sensitive elements of the Station's business.

1.31

C. P. CABELL Lieutenant Ceneral, USAY Deputy Director

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CERRATION P.R. Director of Control Intelligence

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- OS-11, SE Mivision, Popular for Persission to Persis in the Deploy of the Acency After Persission to Manuals Alies
- 1. It is recommended that 'r. factor's request to remain in the employ of the Armey after his marriage to facts temps, on Assirted citizen, he approved.
- ?. This recommendation is bessed on the following factors after consideration of this request by the Claricatine Services Career

Agency close July 1990. He has correct effectively with the ability in his field analyments and is regarded as an extremely valuable names officer.

b. The limitation which this proposed marriage would place on he degley's use in his current acciment action in the his correct tour of dry in Austria will expire in Taptanian of this year.

). The medical property describe proposed marriage have been deferred to the office of Jesurity for its separate recommendation.

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C. Will MEET

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11 APR 1955

Carden G. or colds

Chief of Pission, Austria

Administrative/Ferragnel

Promotion Recommendations

Kindly advise us of the status of the following recommendations for promotion submitted by this Rissions

(Fava-6376, 19 March 1954) - ED 6 700 (FAVA-6661, 15 April 1954) Quelos C (FAVA-7058, 11 May 1954)

Nector A. Fairfield

Distribution

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SECKET

APPLICATION FOR MEMBERSHIP IN THE CAREER STAFF

To the Chief, KUBARK

I submit herewith my application for membership in the Career Staff defined below:

"The Career Staff is a group of carefully selected and trained individuals who accept an obligation to devote themselves to the needs of the Organization, and who intend to make a career with the Organization."

In accordance with this definition, I desire to devote myself to the faithful performance of duty in the Organization, and I accept the obligations and conditions of that service which are determined to be essential to the furtherance of its mission.

I am aware of the many restrictions necessarily placed upon me by virtue of the security requirements inherent in my employment by the Organization: I am also aware that as a member of the Career Staff, it will be my obligation to serve anywhere and at any time and for any kind of duty as determined by the needs of the Organization and I have been assured that in order to carry out this policy, full consideration will be given to my particular capabilities, interests, and personal circumstances. By virtue of this application for membership and upon my acceptance in the Career Staff, I am assured that, with continuing satisfactory work performance and conduct on my part, just and equitable attention will be accorded my personal progress during my tenure in the Career Staff. I am also assured that, on my satisfactory completion of any assignments, I will be offered reassignments which are compatible insofar as possible with my abilities and career interests, and that I shall be entitled to the benefits now available or to be made available in the future to members of the Career Staff of the Organization.

MEMBERSHIP IN THE CAREER STAFF APPROVED, TO TAKE EFFECT__1__JUL_1954 Tennett H. Bagley

5-52

FOR THE CHIEF, KUBARKI EXECUTIVE DIRECTOR KUBARK SELECTION BOARD

v. 5. (Date)

SECRET

Chief, KE
Attn: Konneth M. Wilbenks
Chief of Mission, Austria

12 my 1954

KAROK

Administrative

TRANCOT N. BAGLEY

Recommendation for Promotion -

1. Subject joined KUIARK in July 1950. He was given the Staff Orientation, and the Basic and Advanced Operations courses prior to his arrival at VOB in June 1951. After a period of agent handling and technical work in the operations support field, Subject was made Chief of the Counter Esplonage Section for the Mission in November 1952, a position which he has hold until his very recent reassignment to the Boviet Section. Following Home Leave, he began his second tour here in September 1953. Subject joined the Mission as a CS-9, was promoted to CC-11 on 26 April 1953.

- 2. Subject was given a rather long apprenticeship in Vienna before he was called upon to set up the CE Section. During this orientation period he was exposed to a variety of intelligence problems, including technical surveillance, photography, accret writing, and documentation, the handling of two American deep cover sgents, the training and mounting of an Hungarian border crosser, and the direction of an Austrian double agent. As Chief of the Counter Espionage Section, Subject's responsibilities included the supervision and training of its personnel, the direction and coordination of its activities, and the setting up of procedures for hamschecking, carding, file research, and the vaintenance of CE and central personality files. Subject was personally responsible for CE analysis as directed by the Chief of Operations. Subject's activity has been restricted to the Soviet CE picture, which we consider a major operational effort of this Mission.
- 3. Subject's interest and enthusiasm in his work, his attention to duty, and his ability to obtain results have been cutstanding attributes in his porformance here, and have resulted in his becoming thoroughly familiar with the CE problem in Austria. He has done exceptionally well on a variety of operations, grasp for details. He has read widely in case files, and now possesses a better than average counter-intelligence background. Subject has a good working knowledge of the area. He was quick to learn the techniques of basic tradecraft, which had enabled him to teach junior case officers and to instruct in the tradecraft seminars held at VOB. His staff guidance in certain double agent cases has increased considerably their value to this Fission. Written reports turned in by Subject have been excellent, displaying forgefulness, fluency, and lucidity, as well as the essential brevity. He has a forceful personality and is unusually successful in agent handling.

4. A maturo appearance,

h. A mature appearance, am especially mature manner, and an excellent isl prosence have enabled Subject to move freely in the local scene. We sider him an extremely valuable senior case of floor, and recommended mimously that he be promoted to 6-12 at a recent meeting of the Promotion

Distribution

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FORM THE	92 05
MOW 1561	<i>33</i> -93

CLASSIFIED MESSAGE

CENTRAL INTELLIGENCE AGENCY

16 SEP 53

SECRET INFORMATIO

IN 18333

DIRECTOR, CIA

SH REP VIENNA

ACTION:

EE 6

HOUTINE

15572.16 EP 53

ROUTING

INFORMATION FI /ADMIN, PP 2, DD/P-ADMIN, FD 3, LO/TD 2, PENS/2, FI/AL 2

VIEW 0858

TO: DIR

ACUIN:

APPIVED 15 SEPTEMBER 53.

END OF MESSAGE

GEORGE E. BALL 1853

IT IS FORBIDDEN TO MAKE A COPY OF THIS MESSAGE

CLASSIFIED MESSAGE CENTRAL INTELLIGENCE AGENCY 16-SEP 53. IN 18935 TO: DIRECTOR, CIA FROM: SI REP VIENNA HOUTINE ACTION: 15572 16 EP 53 INFORMATION: FI /ADMIN, PP 2, DD/P-ADMIN, FD 3, LO/TD 2 PERS, 2, FI/AI 2 VIEN 0858 TO: DIR VDITTO APPIVED 15 SEPTEMBER 53. END OF MESSAGE.

รดิตบนาร/โทศซิลเดิกเต่ส์

COPY NO.

144

IT IS FORBIDDEN TO MAKE A COPY OF THIS MESSAGE

SECKET

fice

Security Information

Date: 2 Sapt 53

Control Intelligence Agency 2430 E Street, N. W. Washington, D. C.

Contlemen:

- 1. In accordance with the policy of this agency, it is understood and agreed by me that I shall be required to serve a minimum turm of two years from the date of my arrival at my overseas post of duty, unless torningful by the Coverment for its convenience. If the assignment is terminated at my request in less than twenty-four months, the following shall prevail:
- (a) If I resign in less than twelve months from the date of my arrival at an overseas post of duty, I shall ruimbures CIA for all travel expenses involved in the transportation of myself, my immediate family, household goods, and personal affects and automobile to the foreign station, and pay all such expenses for return to the United States.
- (t) If I resign between the twelfth and twenty-fourth month from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of mysulf, my immediate family, household goods, and personal effects and automobile to the United States.
- 2. Part (a) above shall not apply to employees who have served in a departmental position with CIA or who have served an overseas tour of duty with CIA, and in such case part (b) only shall apply, amended to read: "If I desire to terminate or return to the United States prior to the expiration of twenty-four sentts from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects to the United States".

Witness:

SECRET Security Information



SECRET

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FORM NO. 36-154 MAR 1953 SECRET

1441

We Tennest H. Bayl DATE DE RTED DATE RECORTED WASH 19 Con

DISPA. .4 NO STURET SECURITY DESCRIPTION CLASSIFICATION DATE: 27 February 195 Chief, EE ATTN: Thomas D. Mullally Chief of Mission, Austria wo. SUBJECT: GENERAL - Administrative specific- Promotion form BAGLEY, TENNENT joined KUBARK in July 1950 and arrived at this Mission on the 15th of June 1951 as a 08-9. 2. Since his arrival has continually showed himself as a great asset to the Mission. After a period of technical work and agent handling, was made chief of the Counter Espionage Section for the Mission in November 1952. He has done an excellent job in organizing this section and in handling and training the four persons whom he supervises.

3. Upon his arrival in Vienna, knew little German. He has nowmastered the language to such a degree that he can handle German speaking agents. His handling of Grabysm 1 and Leland D. Slaughter has been outstanding in that by carefully training these agents he increased considerably their value to this Mission. In addition, has an excellent grasp of basic tradecraft which enables him to perform his functions with great efficiency and to teach these tradecrafts to the junior members of his section. is one of the regular instructors in the Vienna Operations Base tradecraft seminars. has shown an unusual social ability in Vienna, a quality which has done much to help him move freely in the local scene. His duties frequently call for large quantities of written work, and he has proven himself able to handle this speedily and with clarity of expression.

4. is a very promising case officer, and at a meeting of the Mission Promotion Board was unanimously recommended for promotion to GS-11. It is with great confidence that I submit his name to Headquarters for this action.

Recommended and Approved Henry P. Dagenham

Attachment - Job Descrip.

SHORTY INTOXIATION

Distribution: 2 EE - 1 wer form ha 1 Gratis MAR. 1919 51-28 A 1 Admin - 1 Ri

CLASSIFICATION

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CLASSIFICATION

Porm No. 86-8 April 1980

INCOMING CLASSIFIED MESSAGE

CENTRAL INTELLIGENCE AGENCY.

SECRET

PAGE NO.

From:

VIENNA .

ROUTINE

Tos

SPECIAL OPERATIONS

19 JUN 51

ACTION

FDN (1-2-3)

IN 45599

INFORMATION:

"HD (4), AD/SO (5), ADMIII (6), PDC(7), CFD (8-9-10),

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VIEN 5632

TO: WASHE

CITES VISHE



ARRIVED VIEHNA POS 15 JUNE 51.

Tennent V. Bagley

TOR:

12572 19 JUN 51

SECRET

Corr No

IT 45 FURBIDDEN TO MAKE A COPY OF THIS RESSAGE

D. S. CONTRACTOR CONTRACTOR SERVICE 10-47120

fle

May 25, 1951

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BAGLEY

Tennent

Harrington

Nov. 1, 1925

PL 724 79th

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4-25-51

5-25-51

Political Officer

Assistant Attache

Vienna.

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Standard Forms 84 and 87 5-25-51

Social Security No. 570 38.7705

Pfeifer File

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2L Nay 1951

Ot ...

Percennel Director, CIA

VIA.

ADMITT and PDC

FROP's

7

SUBJECT

Towart H. Baglay

1. It is requested that permission be procured from the Faring Corps and the Selective Service for subject to leave the country on a two-year assignment with this Agency in Austria.

- 2. Below is the information on subject's draft and reserve
 - A) Selective Service:

Boards

Local Board No. 1 1729 New York Avenue, N. W. Washington 25, D. C.

Classifications

L-A

Selective Cervice Humber: 19 1 25 188

Home Address i

2168 Florida Avenue, N.W., Washington, D. C.

B) Haring Reserves

Rank and Serial Rusber: First Lieutenant - 017506

Parine Reserve Unit:

11th Harine Corps Reservo District

3. Subject has been in the Agency since 2h July 1950 and 16 unnequally well qualified for intelligence work in Austria. If the above permissions are granted, subject will be cent immediately to his assistment.

4 Jun 31 "

lige Board & R.

High T. Curainghea Acting Chief. FIM

hoy 8. Munk

15.5

For the Assistant Director, Special Operations

Same No. 20

OUTGOING CLASSIFIED MESSAGE

CENTRAL INTELLIGENCE AGENCY

SECRET

PACE NO.

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I ENNA

ROUTINE

Dear

SPECIAL OPERATIONS

15 WAY 51

CONFERNATIONPDC (1)

OUT 51984

INFORMATION: AD/SO (2), FOM (5), S/C (4-5-6), DDP (7)

Persphrase Not Required. Bundle is SECRET Correspondence per Pars. \$1 (1) 664 AR-180-4

WASH 41779

TO: VIE

CITES WASH

RE: MAY-W 3292

SUBJECT OF REFERENCE IS MR. TENNETT H. BAGLEY.

me

H. LITTLE

100

O THEENY

BELEASING OFFICER

OBIGINATING AND COORDINATING OFFICERS

AUTHENTICATING OFFICER

TOD:

SECRET

COPY No.

19542 15 11 18 ABIDDEN TO MAKE A COPY OF THIS __SSAGE

W10-2-8-1951

MEMORIANDOM FOR THE RELECTARY OF STATE

ATTENTION Mr. W. Pork Armstrong, Jr.

Cabject : Request for Appointment in the Foreign Service as Vice Concel et 'Lemma for 't'. Lougett Barring ton Bagley:

Zaelomus & Para DEP-14

h. Stanlard Porter 28 and 39

1 Proposed blograshy

- 1. It is requested that Mr. Tenmett B. Bayloy be appointed in the Poreign Carvino with the title of Vice Consul, Fiz-9, 11,470.00, for duty in the American Legation at Vienna, American.
- 2. Fr. Begler received bis 4.5. Degree from the University of Sections (alifernia and his F.A. and Fb.D. Degrees from the Driversity of Coneva. In has had meanly a year's experience as an intelligence officer is Covernment annyles and it is believed, possesses the pre-scalegal qualifications mechanist for his duties as well as the qualifications expected of an impricas official serving abread. Re will receive from CIA a lacio salary of al. 600.00 per assess:
- 3. Fr. Replay will replace the Jest J. Fieldhouse who will be reconstruct chartly after in tagley's arrival.

POST THE DESCRIPTION OF CHUTCH BYTELLERSES.

4. 6. VDES

ec- OBjPue -

SECRET

SECRET

TERRETT HARRINGTON BACLEY

OCCUPATIONAL EXPERIENCE: July 1950 to Present - Intelligence Officer, Contral.

Intelligence Agency, Washington, D. C.

SICEFE

BACLIZ, Tennett Harrington .- b. Amapolis, lade, Hoy. 11, 1925; Princeton U., 1912-13; U. of S. Calif.; A.B. 1967; U. of Genova, M.A. and Ph.D. 1950; single.

Mr. Barold Pfeifer

FROM

Request for Designation - Mr. Tennent H. Bagley

It is requested that necessary steps be taken to obtain a Foreign Service designation for the following employee:

Narce:

Tennent H. Bagley

Station of Assignment:

Vienna, Austria

Foreign Service title requested: Vice Consul

Employee is not a replacement.

Availability date for departure: 15 March 1951

TOWN . ALE . A POINT 178 trust 30m (AAD) Sponsor ! face (Ops) arada . Edity 15-9 Request for Title from Physical (State) Division Title Requested Vece Consul Replacement for FN - 7 14470 Clared and attacks (Politica request to HISS 19 March 1951 Rovert to The Culille Tero to 1:3 /63 6 51 7 363 Property Sent 19 March 1951 Physical a Inoculations 88-890 cect Form 3764 prophysis R. & D Report _ 616 in-terring: Contract offened International Consignation Form OSP-34 to individual
Form DSP-34 received 5 Marsh 54 Disting Info Form Point 23: A Aftertion Point Office (187-Jh) Form Fs-319 Dream Firmulo Division STYPE CLIMANCE Proceedings Control Charles Co.

SICCERT

1000 N. 7100

FROM:

Transfer of Terment H. Bagley

It is sequested that subject be transferred from the German T/O to Slot No. 6 of the External Section "A" (Vienna); This is a temporary move. Adjustment will be made when the new Vienna T/O is approved.

SACRET

OFFICE MOMORANDUM

TO: Chief, IAS Staff

DATE: 16 February 1951

PRON: Oversens Branch, CPD

SURFECT: Tennent Baller #38638

For the convenience of the Department of State, it is requested that the appropriate socurity certification be prepared and forwarded to the Department of State as soon as resultie. The subject is to be assigned to Violet, Austrian

JOSEPH S. PTY

SECRET



File

6 Peteriary 1951

TO: Oversion Drand

70.74

SUBJECT: Campallation of Transportation - Tennant B. Baging

It is requested that all travel arrangements on Fr. Begley be cancelled. The Division is changing his easignment and he will not be sent to Karlsrube, Cernany.

> Elisabeth C. Dunlevy. For: Chief, FIR

IEB 7 II 32 AP 15
TRANSPORTATION LAANCH

22 Jenuary 1951

SE.

20a

Oversees Branch, ID

VIA

Assistant Director, Special Operations

PROM

711

Subject:

Poreign Traval Request

1. It is requested that appropriate traval orders be issued for Mr. Turning H. Bodley to proceed to Darlarube, Cornery on PCS.

- the Pareign Travel Orders
 - a. Justification: Br. Saglay is being sent to Cornary as on Intelligence Officer, GS-9, against POS/DAD Slot No. 53.
 - b. Availability date to commence travel: In March 1951.
 - o. Hode of travels Sea
- do Requested deviation from cost direct route and justifiestion therefor: Subject has requested and the Division has no objection, six (6) days' annual leave in Subscrized enroute to Station.
 - e. Dependents to be authorized to travel: No
 - f. Household effects to be sufferised! Yes
 - g. Shipsent of personal extendile to be sutherised: Yes
 - h. Special provisions: Essa.
 - i. Traval advance of \$200.00 is requested.

Blisaboth C. Danley Fort Chief, FDN

AFPROVED:

For the Assistant Director, SO

ME (SE

1 dians BAOLET, Terment H. Surfer Rarlaruha Surfer Runde Title Intelligence Officer fra & to reach 9 \$1600. After Trans. Date-Hachington, D. C. to Larlamuhe, Garmany for PCS. 2 Avetlability Date to Herch 1951 Type of Transfer rode of Travel See Stonovers, Immittor, & Fringes Travel Advance Enectri Francistons 3. Contract 31 Dans 51 Residence & Secondary Report OK Antomobile Agreement Clearance Sees 22 January 1951 Reserve Release lit. 617506 papers of ther in Los Angeles or Wash. Presnort Letter Date Permort Cyratned Pr No. Lete of Leng. Physical Recuested 22 Jan. 51 Red & Cert. Ford. Inoculations TCA Rechested ____ Cable to. ___ TCE Recide __ Cable No. Military or Mayal Orders Eachervood AGO Card Requested AGO Card Receised Directors Accountment Scheduled for _____ Aboutnment Completed _____ Devarbure Notice : Devarber Casic

THE WAS A TARREST

SECRET

PERSONNEL TRANSFER LETTER

6 January 1991

TO: Mr. Terrett We Berley

l. Pursuant to authority vested in me, your official station is hereby established as <u>Variances Corners</u> affective 7 Samury 1951.

Upon receipt of proper Travel Orders you will proceed from Washington, D. G. to such station, wis

- 2. The travel to your new station is to be accomplished as soon as practicable after receipt of proper Travel Orders. This transfer is not for your convenience or tenefit, or at your request, but in the best interests of the Government.
- 3. In accordance with the provisions of applicable agency regulations, and subject to the availability of funds, the shipment at Government expense of your household goods and personal effects, including packing, crating, unpacking, uncrating, drayage, and temporary storage not to exceed ninety days, within the prescribed weight allowance, is authorized:
- 4. Siject to the availability of funds, the movement of your immediate family at Covernment expense is authorized in accordance with agency regulations.
- 5. Authorization for the shipment of a personally owned automobile at Government expense, when consistent with agency regulations, is hereby authorized.

enies. EMPLOYEES DIVISION

FORM NO. 37-114

SECRET

Li Boverber 1990

Por Baplayers Division.

TAR EXO

PROME POR

SUBJECTS Tunnent He Begley.

the Engley has been recalled to active duty as a First Licutement in the Varino Corps with effective data 11 December 1950. The order is by latter M-1213761 of Headquarters U. S. Bearing Corps, Washington, D. C., dated 3 Sovember 1950 and addressed to his home in 12 fells, California (copy attached). Since Mr. Bayley is on daty in Washington, he did not receive the order until 13 November 1950.

br. Bagley was employed by this Agency on 2h July 1950 as a Research maly it assigned to the Advisory Council. Since reporting for duty, he has been in the Training Courses and will employ the Advanced Operations Course on 1 December 1950. During this period, however, it has been agreed that his qualifications could bent be utilized as an Intelligence Officer in Germany, and the papers are now in requesting his transfer to The Lew that purpose.

Request that Mr. Bagley's deferment from recall to active duty with the Marine Corps be arrenged on the grounds that his work in the Training Courses has shown his to be unusually well qualified for intelligence work in Germany and that wen of his caliber and besignound are still badly needed by the German Station. If this deferment can be arrenged, he will be sent to Germany as a 06-9 intelligence Officer at the earliest opportunity.

Richard Halms Chief, FM

Attenment

APPROVED

270

Transfer of Mr. Tennent H. Bagley

As indicated in the attached memorandum from Mr. Horace S. Craig, Jr., Chief, Advisory Council, Mr. Bagley is released for transfer to this Division. At the present time, Mr. Bagley is a student in the Advanced Operations Course. It is planned to have him report to TNN mon completion of the above-mentioned Course which will be 1 December 1950.

It is requested that action be initiated to have him transferred to FDM as soon as possible: Intelligence difficer, GS-9, FOS/DAD Slot No. 53.

For: Chief, FDM

CONFIDENTIAL

24 July 1950

I, Tennent Hurrington Bagley, hereby cortify the information appearing on my Pursonal Listory Statement dated. 11 my 1956

18 still accurate and correct, except as follows: France residence
in Ferney-Vellairy (din), France, 15 List Present address

2169 Florida Ava. No. Washington, D.C.

Jennant Al Bagle

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FORH HO. 37-75 DEC 1949 RESTRICTED

CONFIDENTIAL

SECRET

Mr. Bannerman

Employees Division

Tonnent Harrington Bagley - 38638

Attached is a copy of letter from subject which was written to Capt. Pinnegan. It is requested that the security clearance effective 29 August 1949 be extended. It is hoped that subject will enter on duty on or about 12 March 1950.

CONFIDENTIAL

Office Memorandum . UNITED STATES GOVERNMENT

Chief. Employees Division, Special Support Staff DATE: 23 February 1960

FROM : Chief, Personnel Security Branch .

SUBJECT. BACLEY, Tennent Harrington + 38638

Reference is made to your memorandum dated 17 February 1950 requesting an extension of the security approval granted for sub-

This is to advise that the security clearance granted on-29 August 1949 is still in effect, provided subject enters on duty within 60 days from this date.

processed for caployment with the Advisory Council on vouchered funds. Those positions are not on unroushered funds. The security clustone s should be granted on this basis and should be forwarded to this office.

PRANK G. JARRUA

Office Minorandum . UNITED STATES GOVERNMENT

Deputy Personnel Officer

DATE: 15 September 1949

FROM : Chief, Personnel Security Division

SUBJECT: BAGLEY, Tennent H.

Reference is made to your memorandum dated 24 August 1949 relative to Subject.

This is to advise that this office interposes no objection to the contemplated transfer of Subject from Vouchered to Unvouchered Funds in the Advisory Council.

			Mon	<i></i>
	PERSONNEL	ACTION REQUEST		
	•			4/2 5
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MEMORANDUM FOR: Mr. Tennent H. Bagley

THROUGH : Deputy Director for Plans

THROUGH : Chief: EUR

SUBJECT : Intelligence Medal of Mezit

- 1. The Honor and Merit Awards Board is pleased to notify you that the award named above will be conferred on you in recognition of the excellent service you have rendered this Agency. Security considerations relevant to the award are explained in the attached memorandum from the Office of Security.
- 2. The award will be presented to you at a ceremony to be held in the near future. Members of your family, Agency associates, and intimate friends who are aware of your Agency affiliation may attend the ceremony.
- 3. Invitations to the ceremony will be extended by the Executive Secretary, Honor and Merit Awards Board, Office of Personnel, extension 3645, room 412, Magazine Building. Please send to that office the names and phone numbers of the guests you would like to have invited, and indicate any dates on which you would not be available for such a ceremony.

R. L. Austin, Jr.
R. L. Austin, Jr.
Recorder
Honor and Merit Awards Board

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SECTION 6.

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6-39n, why, and how. If an aerial or marine operation, describe type and position of craft, crew position of individual, and all unusual circumstances.

It is results of the act. Enclose unclassified citation.

Award for Achievement, Service, or Performance: State character of service during period for, which recommended. (Give complete description of administrative, technical, or professional duties and responsibilities if not covered in Section C; Include dates of assignment and relief.) What did the Individual do-that merits the award? Why was this outstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production, records and assistance rendered by other persons or units. What objective were encountered or overcome? Indicate results of achievement, service, or performance. Include reference to Fitness Reports, Letters of Commendation, or other desumantation already on file which supports this recommendation. Englese unclassified district.

Mr. Tennent H. Bagley, currently Chief of Station, Brussels, is recommended for the Intelligence Medal of Merit in recognition of his outstanding service of 22 years as a Clandestine Services officer.

For personal reasons Mr. Bagley has elected to retire effective June 1972.

From the beginning of his CS career, Mr. Bagley's exceptional abilities were clearly recognized and he received assignments of ever increasing responsibility in the Soviet operations field. Following a highly successful tour as a senior operations officer in Switzerland, Mr. Bagley was assigned to Hendquarters as Chief of the Counter Intelligence Branch of the SR Division. In this key and demanding post, Mr. Bagley showed managerial skill combined with knowledge in depth of the complexities of counter intelligence work. His outstanding performance resulted in his promotion to GS-16 in June 1965 and his subsequent appointment as Deputy Chief of SR Division in September 1965 the comparatively young age of 39.

In addition to the full duties as Deputy Chief of an active division, Mr. Bagley continued to carry heavy responsibilities throughout this period in the field of counter intelligence. He was one of

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the key officers responsible for the direction and control of some of the most sensitive operations then being conducted by the Clandestine Services. He carried out his responsibilities with skill and discretion, and the ability to stand up under repeated periods of heavy pressure.

In recognition of his excellent service as Deputy Chief SR, Mr. Bagley in March 1967 was assigned as Chief of Station, Brussels, a major target area of Soviet espionage due to the presence of NATO and European Community Hoadquarters.

In the past five years as Chief of Station, Brussels, Mr. Bagley has been an effective Station Chief who has been particularly successful in the field of liaison. He established a unique relationship with the Chief of the Belgian Internal Security Service which has greatly facilitated the over-all operational activities of the Brussels Station. This relationship successfully underwent its strongest test at the time of the defection of a GRU officer in Brussels in October 1971 and the subsequent worldwide propaganda exploitation of his disclosures.

Under Mr. Bagley's direction Brussels Station has concentrated heavily on the Soviet target and has been a major test area for the non-official cover concept for operations.

Mr. Bagley's entire career has been characterized by the consistent excellence of his performance in each assignment of increasing responsibilities that he has undertaken. He is recognized as one of the top Soviet operations specialists in the Clandestine Service and has spent the bulk of his twenty-two year career working in the most sensitive and complex areas of intelligence work. We regret his decision to retire for personal reasons and the loss of his experience and expertise to the Clandestine Service. It is strongly recommended that in recognition of his outstanding service to the Clandestine Service in positions of critical and demanding responsibility Mr. Tennent H. Bagley be awarded the Intelligence Medal of Merit.

Archibald B. Roosevelt, Jr.
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MPAY ADJUSTMENT TO ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504. PLECLANT TO AUTHORITY OF DCT AS PROVIDED IN THE CIA ACT OF 1949. AS APENDED, AND A-DOI DIMECTIVE DATED & DETOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1966

SERIAL ORGN. FUNDS GR-NAME 056043

RAGLEY TENNENT H

Use Previous

1150

NOTIFICATION OF PERSONNEL ACTION 1: SERIAL HOMBER 2. MANE (LAST-FIRST-MIDDLE) 056043 BAGLEY TENNENT DESIGNATION AS PARTICIPANT IN CIA REGULAR RETTREMENT AND DISABILITY SYSTEM 07 1 03 66 7. COST CENTER NO. CHARGEABLE O. CSC OR OTHER: LEGAL-AUTHORITY W -10 W V TO -CF . FUNDS CF TO V CF TO CF PL 88-643 SECT. 203 7134 0573 0000 10. LOCATION OF OFFICIAL STATION P. ORGANIZATIONAL DESIGNATIONS DOP/SR WASH., D.C. 11. POSITION TITLE 12. PUSITION NUMBER 13. SERVICE DESIGNATION 14. CLASSIFICATION SCHEOULE (GS, LB, etc.) 15. OCCUPATIONAL SERIES 14. 62ADE AND STEP 17. SALARY OR BATE 16 EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION . SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 22. STATION-; 23. INTEGREE 25 DATE OF SHADE 24 Hepri. | 25. DATE OF BIETH 27 BATE OF LEI 19 ACTION 29. Emplay. 21 OFFICE CODING 23 SECURITY 24. SEX. ZA NIE EKPIRES . 29 SPECIAL . REFERENCE RETIREMENT BATA 31. SEPARATION 37. CORRECTION/CANCELLATION BATA BATA CODE EOD DÁTA 25 YET PREFERENCE 36. SERV COMP. DATE | 37, LONG COMP. DATE | 38 CAREER CATEGORY 40. SOCIAL SECURITY WG CODE 3202 6508 O . WAIVER CSS 2552 PROV TIMP PREVIOUS GOVERNMENT SERVICE DATA STATE TAX BATA 41 47. LEAVE CAT 43 FEDERAL TAR DATA COSE NO TAR STATE COSE 1 - NO BREAK IN SERVICE 1 - TES 2 - BREAK IN SERVICE MESS THAN 1 YES I 3 - BREAK IN SERVICE INCOME THAN 1 YES I SIGNATURE OR OTHER AUTITIOTICATION 111 7. B. C. E

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PPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301 PURGUANT TO AUTHORITY OF DCT AS PROVIDED IN THE CJA ACT OF 1949. AS AMENDED, AND A-DCI POLICY DIRECTLY DATED A OCTUBER 1962.

ERFECTIVE DATE OF PAY ADJUSTMENTS 10 OCTOBER 1965

NAME

SERIAL OPGN. FUNDS GH-STEP SALARY SALARY

RAGLEY TEAMENT H

056843 49 840 CF GS 16 1 \$18,935 \$19,61

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9. ORGANIZATIONAL DESIGNATIONS		10. LOCATION OF OFFICIAL STATION	
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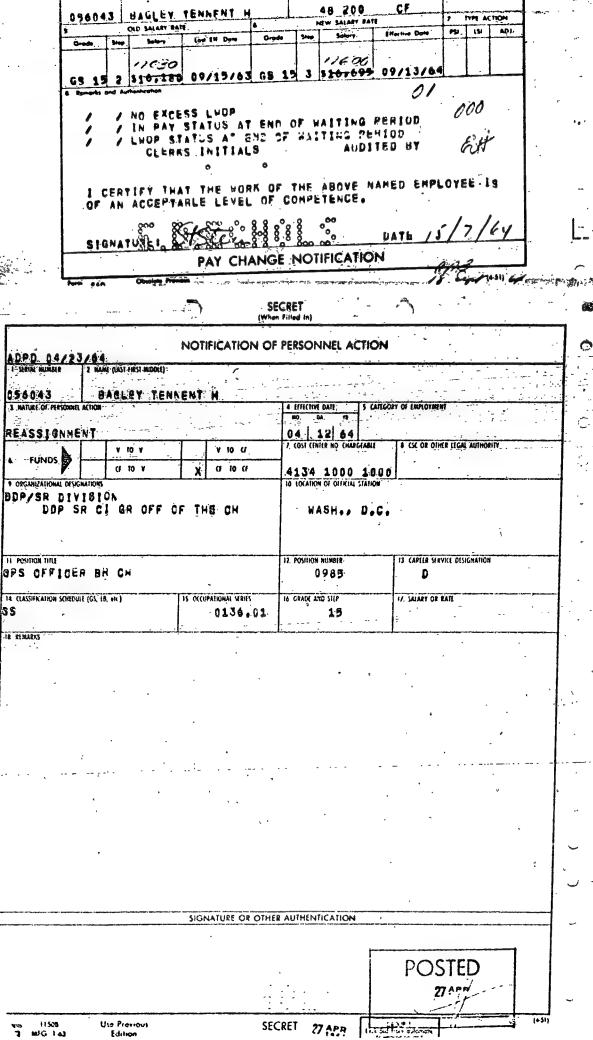
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ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

4D 4 D 80			Per A	nnum	Rate	s and	Steps		••	
GRADE -	1	2	-3	4	5	6	-7-	8	9	10
GS- 1	\$3,385	\$3,500		\$3,730	\$3,845	\$3,960		\$4,190	\$4,305	\$4,420
GS-2	3,680		3,930			4,305	4,430			4,805
GS- 3	4,005	4,140	4,275	4,410	4,545	4,680	4,815	4,950	5,085	5.220
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230	5,380	5,530	5,680	5,830
GS- 5	5,000	5,165	5,330	5,495	5,660	5,825	5,990	6,155	6,320	
ĜŠ- 6	5,505	5.690	5,875	6,060		6,430	6,615	6,800	6,985	
GS- 7	6,050	6.250	6,450	6,650	6.850	7,050	7,250		7,650	
GS- 8	6.630	6.850	7,070	7,290	7,510	7,730			8,390	
GS- 9	7,220	7.465	7,710		8,200	8,445		8,935		
GS-10	7.900		8,440	8.710	8,980	9,250		9.790	10.060	
GS-11	8.650	8.945	9.240	9,535		10,125				
GS-12		10.605	10.960							
GS-13										
GS-14										
GS-15										
GS-16										
GS-17										
GS-18								!	1	



IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND OC! MEMORANDUM DATED 1 AUGUST 1956; SALARY 15-ADJUSTED AS FOLICHE, EFFECTIVE 5 JANUARY 1964.

NAME SERIAL ORGN FUNDS GR-ST SALARY GALARY
RAGLEY TENNENT H 095043 48 080 CF GS 19 2 \$15,045 \$16,180

LLG: 31 OCT. 62 NOTIFICATION OF PERSONNEL ACTION OF 056043 BAGLEY TENNENT H 3. MATURE OF PERSONNEL ACTION 4. EFFECTIVE DATE | 5, LATECOLY OF EMPLOYMENT 10 | 31 | 62 REGULAR REASSIGNMENT 7. COST CENTER NO: CHARGEABLE V 10.0 V. 10 W 50 USC 403 J CF 10 W CF TO CF 3134 1000 1000 10. LOCATION OF OFFICIAL STATION P. ORGANIZATIONAL DESIGNATIONS WASH., D.C. 12 POSITION NUMBER ID. CARRER SERVICE DESIGNATION 11. POSITION TITLE POL OFFICER 2ND SEC OPS OFFICER BR CH 0578 17 SALARY OR BATE 14. CLASSIFICATION SCHEDULE (GS; LB, etc.) IS. OCCUPATIONAL SERIES 16 CRADE AND STEP FSR 05 Ò 9620 . GS 15 1-14565 0136.01 18. REMARYS SWITZERLAND SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL | 22. STATION | 23. INTIGEEE | 24. Medits. | 25. DATE OF BIETY | 24. DATE OF GRADE | Code | MO. DA. TO | MS. GAZ. (75013 30. RETIREMENT DATA 22 CORRECTION/CANCELLATION BATA 27 SPECIAL 11. SEPARATIGE 11. SECURITY EOD DATA 35. YET. PREFERENCE - 24-SERV: COMP. DATE 37. LONG COUP. DATE 38. CAPECA CATEGORY FEGLE / MEALTH 10398A4CE 40 SOCIAL SECURITY NO 42. LEAVE CAT. 43 FESERAL FAX BATA PREVIOUS COVERNMENT SERVICE DATA 41. PORMETERCHIED COCE CAM ELECUTED 2 - APPAR IN SERVICE ILESS THAN 5 VAS ! SIGNATURE OR OTHER AUTHENTICATION POSTED 120.11-7-67 10/31/62 Alex

wanter ten want a 69 080 68 15 1 314,365 09/16/62 68 13 2 315,045 09/15/63 NO EXCESS LYOP IN PAY STATUS AT END OF WAITING PERIOD OF LHOP STATUS AT END OF WAITING PERIOD W-1/1463 I CERTIFY THAT THE WOPK OF THE ABOVE NAMED EMPLOYEE 119 OF AN ACCEPTABLE LEVEL OF COMPETENCE. DATE 7/15/03 PAY CHANGE NOTIFICATION matl 560 (4.44) SECRET ABM: 14 SEPT 62 (When Filled in) NOTIFICATION OF PERSONNEL ACTION ODF 2. HAME (LAST-PIEST-MEMOLE) 1. SERIAL MUNDER 056043 BAGLEY TENNENT H 09116162 REGULAR PROMOTION 7. COST CENTER NO. CHARGEABLE . B. (SC OR OTHER LEGAL AUTHORITY, ¥ 10 €# FUNDS CF TO Y Ø 10 Ø 50 USC 403 J 3139 9600 1065 9. OPSANIZATIONAL DESIGNATIONS IO. LOCATION OF OFFICIAL STATION DOP. EE SWITZERLAND STATION OFFICE OF THE CHIEF BERN, SWITZERLAND 12. POSITION NUMBER 13. CAREER SERVICE DESIGNATION , 11. POSITION TITLE POL OFFICER 2ND SEC

OPS OFFICER 1586 D 17. SALÁBY OR BATE 9055 16 GRADE AND STEP 14. CLASSIFICATION SCHEDULT (GS, UB. an.) 15 OCCUPATIONAL SERIES 05 0 15 1 FSR GS 0136.01 13730 IS. REMARKS BERN, SWITZERLAND. SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 19, ACTION 70. Employ 21. Office Cobins 22. 1741428 , 23. INTEGREE 24. Higris | 25 DATE OF BIRTH | 20. DATE OF URADE 27 DATE OF LES HUNERIC DA 11 11 25 09 16 62 09 16: 62 10 54600 EE 69007 3 29. SPECIAL 32. RETIREMENT DATA (21. SEPARATION . IR. HTE EXPIRES 32. CORRECTION/CANCELLATION DATA 33 SECURITY 34. SEX REFERENCE DATA CODE 869. BO EOD DATA 80 35 VET REFFERENCE 36 SERV. COMP. DATE | 37. LONG. COMP. DATE | 38 CAREER CATEGORY FEGLI / HEALTH INSURANCE 40 SOCIAL SECURITY #0. 2002 PRVING C CODE CODE Ç A #E5. 1 - 165 PREVIOUS COVERNMENT SERVICE BATA STATE TAX DATA FEDERAL TAX DATA 42. LEAVE CAS., O 0 - NO PREVIOUS SÉRVICE even ésécuten; cons NO TAL EXEMPTION COOR SO TAY STATE COO Z . BREAK IN SERVICE CASS THAN 3 143. 2 - 80 SIGNATURE OR OTHER AUTHENTICATION

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IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED.

1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD NAME SERIAL ORGN GR-ST OLD SALARY NEW SALARY

DI RAGLEY TERMENT H 556043 52 27 GS-14 2 \$11,595 \$12,470

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

SECRET (WHEN FILLED DI) 1.7 ASSIGNED ORGAN. 4. PUNDS 3. ALLOT MENT I, EMP. SERIAL HO. NAME DOP/EE 12 BAGLEY TENNENT H 556043 NEW SALARY RATE OLD SALARY RATE LAST EFFECTIVE DATE EFFECTIVE DATE GRADE GRADE BALARY 311,355 06 \$11,595 13 GS 14 GS 14 TO BE COMPLETED BY THE OFFICE OF COMPTROLLER S. CHECK ONE TO ENGLISH LINOR IN PAT STATUS OF ENG OF PARTIES PERIOD 11. AUDITED BY TO BE COMPLETED BY THE OFFICE OF PERSONNEL IS. TYPE OF ACTION 161 - P.S.S. - LAL - PAT ADMITTHERY IA. AUTHENTICATION PAY CHANGE NOTIFICATION

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IN LIEU OF FORM 1150 THIS NOTIFICATION EFFECTS RESLOTTING RESULTING

SER # NAME SD OLD SLOT NEW SLOT

556043 BAGLEY TENNENT H DI 1585 1586 05/01/59

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GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE

12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI

DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

NAME SEPIAL GRADE-STEP OLD SALARY . NEW GALARY C

BAGLEY TENNENT H . 556043 GS-14-1 \$10,320 \$11,355

GORDON N. SPEWART /S/ DIRECTOR OF PERSONNEL

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	Change to 100 c. C.
MCM 13 JUNE 58	ATION OF PERSONNEL ACTION
1. Serial No. 2. Name (Last-First-Middle)	3. Date Of Birth 4. Vet. Prof. 5. Sex 5. CS-500
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556043 BAGLEY TENNENT H 7. SCD B. CSC Retail 19. CSC Or Oil	11 11 25 5 Pt.1 1 M 1 07 24 50 Ner Legal Authority 10. April. Alfidov. 11. FEGLI 12. LCD 13.5 The
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21. Grade & Step 22. Salary Or Rate 23. SD 7100	Mo. Do. Yr. Mo. De. Yr.
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81. Organizational Posignation	Code 32. Location Of Official Station Station Code
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DOP EE SHITZERLAND STATION	
PFFICE OF THE CHIEF	5288 BERN, SKITZERLAND 69007
13. Dept Field . 34. Position Title	95. Position No. 36. Serv. 37. Octus Series
ept 1 Code POL OFF 2ND SECTY ISING 3 5 AREA OPS OFF	1505 CS 0136.01
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PERSONNEL FOLDER

(4)

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STEP INCREASE - CERTIFICATION

SECRET

FORM NO. 560

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SECRET . NOTIFICATION OF PERSONNEL ACTION 1. Serial No. 2. Name (Last-First-Middle) Do. 24 556043 7. SCD BAGLEY TENNENT H
8. CSC Retmt. 9. CSC Or Other Legal Authority 07 10. April Affidire. 11: FEGLI 14. Mo. Da. Yr. Yes 1 Code Ma Do. Mo. I Da. 50 USCA \$03 08 PREVIOUS ASSIGNMENT 14. Organizational Designations Station Code DOP EE POLAND BRANCH FI OPERATIONS SECTION

16. Dept. Field 17. Position Title WASH. D. C. 19. Serv. 20. Occup. Series Code USIId - 3 Frgn - 5 2 1.0. (FI) 0136.51 21. Grade & Step 22. Salary Or Rate 23. SD 24. Date Of Orode 25. PSNDue /_{Y1.} ropriction Number Mo. Da. 8990 8 3100 20 **ACTION** 27. Nature Of Action 28. Eff. Date Code | 30. Separation Data Mo. Da. Yr. REASSIGNMENT (TRANSFER TO 01. REGULAR UNVOLICHERED FUNDS) 12 15 57 PRESENT ASSIGNMENT 32. Location Of Official Station 31. Organizational Designations Station Code DOP - EE-SWITZERLAND STATION OFFICE OF THE CHIEF

33. Dept. Field 34. Position Title
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#### SENTRAL INTELLIGENCE AGEN

NOTIFICATIO	N OF	PERSC	NNE	L ACTION	920 -
L NAME (MR	4 22 4	2. DATE OF E	HETE	J. AOURBAL OR ACTION	IO. 4. DATE
MR. THERET H. BAGUEY 156043		11 Boy	1925	Ī	10 mg 1957
This is in notify you of the following action affecting yo	w.empleym	ient:	-	· · · · ·	141
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### MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT

Tennent H. Bagley, GS-16, Employee Number 056043, DOB: 11 November 1925; Chief of Station; Career; Service Designation: D.

PERIOD UNDER REVIEW

1 April 1970 - 31 March 1971

MONTHS UNDER MY SUPERVISION: 42 months

OVER-ALL RATING

Strong

- 1. As Mr. Bagley completes approximately 42 months as Chief of Station, Brussels, progress in Brussels remains uneven. An aggressive attack against the Soviet target has been undertaken by a portion of the Station. Chaison has been exploited to a degree unparalleled in other European Stations. However, there has been a rather frustrating lack of major progress on the part of the NOC component of the Station. While a number of factors have contributed to these results, Mr. Bagley's style of leadership has undoubtedly been a major one.
- 2. Mr. Bagley has few poors in his ability to investigate and define a Soviet target, and to design mechanisms capable of assaulting this target. The research of this target under his close supervision has been impressive, and the mechanisms designed to support contemplated operations and to keep the target under constant review have been functionally designed. Some impressive achievements have resulted from these efforts but, at the same time, overall progress has been disappointing:
  - A. The non-official cover component of Brussels Station, consisting of 10 operations officers, 2 support officers and 4 other personnel, is only now taking a form which would permit its effective deployment, but its gains in organizational readiness are threatened by the possible loss of leadership which, in turn, stems at least in part from failure of Mr. Bagley clearly to delegate both responsibility and authority to the key individuals involved in this unit.

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B. The physical divisions within the official component of the Station have separated personnel and files in a manner which makes close teamwork against the target difficult. These divisions could and should have been corrected.

- Mr. Bagley has not always seen eye-to-eye with Headquarters on matters of method and emphasis, a phenomenon which has impaired operational progress. We accept that each Station Chief has the right -indeed, the duty -- to hold independent views and to express them with integrity (as Mr. Bagley has done), but believe that differing views could have been resolved more easily had Station reporting to Headquarters been less parsimonious.
- 3. To sum up, Mr. Bagley's abilities to conceptualize and to build viable models is truly outstanding, as is the exhaustively thorough manner of his staff work; his capability to translate his concepts into productive human endeavor has been less impressive. In spite of his considerable social and diplomatic skills, Mr. Bagley is essentially a reserved person who finds some difficulty in communicating with his subordinates.

In spite of the problems noted, problems which we perhaps overstress as a result of our high expectations, Brussels Station has made good progress during/this period and Mr. Bagley's performance has been STRONG.

Chief,

European Division

REVIEWING OFFICER'S COMMENTS:

To While Date:

Assistant Deputy Plans .

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ATTACHMENT TO OBBS 3697

ASSACHMENT TO OBBT 5300

TO . . Tennent II. Bagley

SUBJECT: Annual Fitness Report

- 1. In accordance with the fitness report procedure for EUR Division, a copy of the fitness report on the Chief of Station is forwarded to him upon completion by the Rating Officer. Depending upon the grades of the Chiefs of Station concerned, the fitness reports are prepared either by the Chief or Deputy Chief of EUR, and those written by Chief, EUR go to Deputy Chief CS for review.
- has been prepared in accordance with the EUR Division policy for such reporting as established in Field Notice 41.
- 3. Please sign at the bottom of this letter of transmittal on the line indicated, to certify that you have seen the fitness report. The transmittal letter should then be returned to Headquarters for inclusion in your personnel file.

/s/ John L. Hart

I certify that I have seen my fitness report for the period 1 April 70 - 31 March 71, and have attached my commente for the record.

/s/ Tennent II. Bagley
SIGNATURE

27 april 1971

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27 April 1971

COMMENTS on Fitness Report on Tennent H. Bagley
1 April 1970 - 31 March 1971

I agree with the fitness report's own suggestion that the "problems" it noted were overstressed: its negative content outweighs the positive by nearly three to one and is emphasized by its format and sentence structure. Because its overall effect belies the "Strong" rating, I believe that it creates a misleading picture, and therefore think it necessary to comment. Moreover, the report leaves the impression of a general failing in two specific areas which I am sure it did not intend to, since these are two areas which, during the two years since the preceding fitness report, have been repeatedly praised by Division management: 1) the level of operational activity at this Station ("his capability to translate his concepts into productive human endeavor has been less impressive") and 2) the development of a NOC facility ("frustrating lack of major progress on the part of the NOC component").

The report could usefully have made more precise its implication that I have not created a satisfactory amount of productive human endeavor by my concepts and plans. When I took over this Station I inherited about 10 valid unilateral assots. We have since added at least 80 new ones, of whom about 40 remain particularly productive and promising and at least 25 more continue to be useful, sometimes necessary, informants or action types. Most if not all of these new assets were spotted and recruited in direct response to my planning and concepts. I have thus more than quintupled the Station's assets and its capability to respond to the varied directives and requests it receives. The high rate of acquisition of new assets has remained generally constant throughout the period since the preceding fitness report. Perhaps the current fitness report questions the "productivity" of these assets; this is of course debatable, but can be properly judged only in terms of our designated objectives. We were directed to establish contact with Soviets and assess them, with a view to their eventual recruitment. When I took over, this Station had access of one sort or another to. perhaps four Soviet officials; we have built to the point where we now have contact and are providing assessments through unilateral assets alone on nearly 40 Soviets currently here (more, I would suspect, than any other station in the world) not to mention some 20 other Soviets covered by liaison

SECRET RYBAT

Page 2

operations at least partly stimulated by us, and not counting the many who have left PCS during this period. Going beyond assessment, we have taken concrete steps toward recruitment of a number of Soviet and Bloc officials (offers, hints, pressures, etc., directed through our assets), we have recruited several employees of Soviet installations in Brussels and Antwerp, and we have made at least one significant Bloc recruitment.

The assessments provided by our numerous assets on a large proportion of the local Soviets have permitted us to find and to focus more realistically (i.e., with some degree of hope) on the few promising targets. We have so focussed, although, as the report says, in this there have been differences with Headquarters on method and emphasis. But these differences were largely a matter of semantics, and they have not impaired operational progress: I cannot think, nor have I been told at any time, of a single specific thing left undone against any target Soviet because of the Station's method and emphasis.

In addition to our steady progress in the Soviet field, we have so built up our local capabilities that we can and do respond (to what I am told is an unusual degree) to requests of other components of the CS, and in doing so we are using largely agents recruited during my tenure and according to my plans. We provide and backstop cover for operations in the Far East; we recruit participants for LCPIPIT organizations, we provide live addresses for other divisions' operations; we actively support, by action and propaganda, worldwide psych programs; we send agents, sometimes in response to book-cable requests, to fulfill organization missions in (for example) Biafra, Saigon, the South Sudan, Paris and Tokyo; we recruit support agents for the use of other stations in their areas; we handle agents in other areas on behalf of other stations; we use our assets to spot and introduce people useful for other stations. We do this without diminishing the rate of acquisition of new assets directed at our primary objectives. This human endeavor does not seem unproductive.

The second general area in which the fitness report leaves the impression of general inadequacy concerns our NGC activity. The NOC structure I created (and whose strengths,

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like the shortcomings referred to in the report, are due largely to my "style") has repeatedly been called an innovative ground-breaking experiment. During the past year the Division has sent COS's and officers from other stations to Brussels to study and, presumably, to emulate applicable parts of it. This structure was created since the preceding fitness report, but the present one mentions only a Plack of progress" (which is moreover not defined and is not clear even to me: What is "progress on the part of a NOC component"?)
If progress or lack of it is represented by the number of cases turned over to NOC handling, then it is worth noting that this Station works on the principle, not accepted everywhere, that all cases will be handled by NOC officers unless there are overriding reasons to the contrary. So far w turned over some 35, another 15 turnovers are imminent, So far we have others are delayed only because turnover to NOC new would be premature and potentially damaging. Since we have had to spot and recruit every source which could be turned over to MOC handling, it might be forgiven that we have not yet provided full case loads to ten active NOC officers, most of whom arrived at about the same time a year and a half ago. We are trying hard to produce new sources, while at the same time If "lack of reducing the excessive number of NOC officers. progress" monns that our experimentation with different modes of communication, command, and administration of NOC units has not yet developed a final form or doctrine, the comment is valid, but our very active experimentation continues to identify false avenues as well as to reveal promising perspectives; in this we have been encouraged by the Division. We have, also, managed to keep our NOC officers! morale quite high (more so than elsewhere, I am told by LPGLOBE people), have kept them busy and productive, and have integrated them into the Station, without loss of security, to a degree I think unmatched elsewhere. Among the ways we have done this are by grouping them together and delegating authority to a NOC unit chief (although the report says that I have failed to delegate authority properly), and by assigning them their own areas of operational responsibility and having them do the Station's operational planning in those areas. This has been productive: it has identified promising areas of possible action which have led to recruitments, and has eliminated less promising areas, thereby avoiding waste motion on the part of the Station as a whole.

The last six lines of paragraph 2A of the fitness report are unclear to me. If the "possible loss of leadership" of the NOC component refers to the impending retirement of its chief, this is manifestly not due to any failure to delegate

COMMENTS continued

Page 4

to him responsibility and authority; he never in his long career had nearly as much of either as he did during my tenure here; he retired because he reached the age of 50, beset by family problems and facing a change in his cover job; and this in the face of repeated and recent failures to be promoted despite having spent more than 10 years in grade.

The report states 1), that physical divisions within the official Station made close teamwork difficult; 2), that I could and should have corrected them. This is erroneous on both counts. The Station, under my direction and that of fifteen years of my predecessors, had to occupy this allotted space, divided because there were two different cover organizations and not enough space in them hassy I am not aware that this division has significantly affected the performance of any Station officers or programs as long as I have been here. As to what space assignments would best promote teamwork (i.e., who should sit where), I have given thought to this since my first week at this Station, and am convinced (despite musings about this or that alternative) that we have had no choice better than the present arrangement. Most recently, however, I have approved our part of a general shifting of Embassy space allocations which will finally reunify the Station after its long separation.

/s/ Tennent H. Bagley

5 May 1970

### MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT

Tennent H. Bagley, GS-16, Employee Number 056043, DCB: 11 November 1925; Chief of Station; Career; Service Designation: D.

PERIOD UNDER REVIEW

: 1 April 1969 - 31 March 1970

MONTHS UNDER MY SUPERVISION: 24

OVERALL RATING

Outstanding

- l. For this reporting period Mr. Bagley must be rated as Outstanding for the achievements of his Station, achievements in very considerable measure due to his personal vision of how to mount a broad attack against the Soviet target. This vision is an unconventional one, not duplicated anywhere else in Europe, but it is undeniably producing results in terms of an understanding in depth of the activities of the Soviet representation in Belgium and of the character of a number of its individual members.
- 2. Mr. Bagley has developed a relationship with the chief of the principal liaison service in Belgium of such nature that this service is for practical purposes an arm of Brussels Station. Through this relationship, the Station is able to exercise a large measure of control over that service's requirements, selection of targets and mode of operation. Needless to say, this has been of very great help in pursuing Agency's goals in Belgium.
- 3. Although Mr. Bagley has not yet been completely successful in the organization of his complement of non-official cover personnel, his innovative approach has resulted in enormous progress over the past year, and I have good reason to believe that, with the implementation of certain measures which he and I recently discussed, he will be getting much more out of his NOC people than any other station chief in Europe.
- 4. I was also impressed on my most recent visit, during the last part of April 1970, with what seemed to be an improved

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communication between Mr. Bagley and his subordinates, both inside and outside of the official cover installation. Pete Bngley's intellectual capabilities tend to outstrip those of most of his colleagues, but it does seem to me that he has dealt with this problem well and has thus been able to engender loyalty and cohesion among the members of his Station.

John L. Hart
Chief
European Division

REVIEWING OFFICER'S COMMENTS:

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Date: 5 Way 10

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5 May 1970

MEMORANDUM FOR: Secretary, CSCS Board

**SUBJECT** 

Recommendation for Promotion to GS-17 -

Mr. Tennent H. Bagley

1. It is recommended that Mr. Tennent H. Bagley be promoted to GS-17. He has been in grade as GS-16 since June 1965 and has served as COS in Brussels since August 1967. His previous assignment was as Deputy Chief, SB Division.

2. The reasons for this promotion are amply covered in my fitness report of this same date. I have just returned from an extensive trip through the European area, during which I had a chance to see and talk with a very large number of officers under both official and non-official cover. Pete Bagley is one of two whom I am recommending for promotion as a result. He is one of our very finest station chiefs, possessed of imagination, intellect and ability personally to handle operations which very few of his colleagues can match. He is one of those on whom the future of the Organization is going to depend, and I believe that the promotion is more than justified,

John W. Hart Chief

European Division

EYES CTTY
SESSET



9 May 1969

TO : BAOLEY, Tennent H. Chief of Station, Brussels

SUBJECT: Annual Fitness Report

- 1. Effective with this fitness report cycle, KEYWAY is initiating a procedure by which a copy of the fitness report on a Chief of Station is forwarded to him upon completion by the Rating Officer. Depending upon the grades of the Chiefs of Station concerned, the fitness reports are drafted either by the Chief or Deputy Chief of KEYWAY, and those drafted by Chief, KEYWAY go to Deputy Chief WOMACE for review.
- 2. Please sign at the bottom of this letter of transmittal on the line indicated, to certify that you have seen the fitness report. The transmittal letter should then be returned, to Headquarters for inclusion in your personnel file.

/s/ John L. Hart

I certify that I have seen my fitness report for the period 10 March 1968 - 31 March 1969

-Tonnent H. Bagley /s/ SIQNATURE 2/ may 1965



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n.	This officer is presentable, tactful in harmoniously with the other me constituting an outstanding asset the	mbers of the mission, therefore
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	sufficient time has not elapsed to make	a definite evaluation of his
	performance. A performance evaluati	
	post will be made at the time of the ner	
	November 1, 1968. Having said this, I	might add that his approach to
	his job and performance to date in addi	
	experience have confirmed my earlier, him.	most tavorable impressions of
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FORM 4 - 65 F\$-572

28 April 1969

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT

Tennent H. Bagley, GS-16, Employee Serial Number 056043; DOB: November 11, 1925; Chief of Station; Career; Service Designation: D.

PERIOD UNDER REVIEW

10 March 1968 - 31 March 1969

MONTHS UNDER MY SUPERVISION:

Strong.

OVERALL RATING

two years.

1. Mr. Bagley assumed his duties as Chief of Station on 13 September 1967. It is too early to assess the results of his stewardship; he established in advance a timetable for building up a structure of unilateral agent assets, and it is not yet clear to what extent these assets are going to be productive against major targets. However, there is no doubt that Bagley has tackled his job with originality, energy, and enthusiasm. A good indication of these qualities is that, alone among our European Chiefs of Station, Bagley has himself recruited at least half a dozen new agent assets in less than

- 2. Bagley's accomplishments must be measured in light of the fact that he has had a weak Deputy Chief of Station, and that several of the officers in his small Station have been of quite modest calibre. The restaffing of the Station . which is taking place this summer should result in a considerable leap forward.
- 3. On the personal side, Bagley has all the qualities which we could ask for in a Chief of Station. He is totally dedicated, incisive and articulate, a pleasant companion and a gracious host. I rate his overall performance as Strong.

John L. Hart

Chief.

European Division

1 3 MEY 1969

IEWING OFFICER'S COMMENTS

### TRAINING REPORT

Chiefs of Station Seminar No. 11

19 - 30 June 1967

80 hours, full time

Participant : BAGLEY, Tennent H.

Office

DDP/EUR

Year of Birth: 1925

Service Designation: D

Grade : GS-16 No. of Students

EOD Date

: July 1950

### Course objectives, content and methods

The COS Seminar is aimed to prepare prospective Chiefs and Deputy Chiefs of Station and Chiefs of Base for field assignments. Emphasis was upon the difficulties confronting Chiefs of small or medium-sized installations, since they must handle a peculiarly wide range of problems. Included were case. studies serving to remind outgoing chiefs of various operational approaches and techniques, but more time was devoted to policy, coordination, management, reporting, and administrative responsibilities of the Chief of Station, both within CIA and in the government at large, at home and abroad. Special attention was given to counterinsurgency.

The bulk of the course is given in lectures and question periods conducted by officials responsible for the missions, functions, programs, and services discussed. A few key items of suggested reading are included, and bibliographies of suggested reading tailored to the individual's assignment are offered for those who want them.

### ACHIEVEMENT RÉCORD

This is a certificate of attendance. No further assessment of individual capacity or performance is made in this course.

FOR THE DIRECTOR OF TRAINING:

Charles B. Wheeler

Acting Chief,

Operations School

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25 April 1967

MEMORANDUM IN LIEU OF FITNESS RÉPORT - 1 April 1966 -31 March 1967

BAGLEY, Tennent H. Deputy Enief, SB Division, DDP SUBJECT: DOB 11-11-25, GS-16, SD:D Employee Serial Number - 056043

Mr. Bagley's performance over the period continued to be outstanding. This was his first full year as general deputy during which he still retained responsibility for a major, sensitive counterintelligence complex. Nevertheless, during my frequent absences, Mr. Bagley was called upon to act for me and he did so most effectively. Those aspects of his work involving decisions on expenditures of both funds and manpower show him to be sufficiently cost conscious yet this is tempered by a better than average zeareness of the operational value to the Agency (or lack thereof) of such expenditures. Mr. Bagley has been selected to become COS of a large European station with excellent potential for Soviet Bloc operations. In my view, this appointment is additional testimony of the high regard in which he is held by his professional colleagues. In recognition of his outstanding work in SB Division, Mr. Bagley has been recommended for promotion to GS-17.

Chief, Soviet Bloc Division

Tennent H. Bagley

Reviewing Official:

Assistant Deputy Director for Plans

8 July 1966

MENORANDUM IN LIEU OF FITNESS REPORT - 1 April 1965 - 31 March 1966

SUBJECT:

BAGLEY, Tennent H.
Deputy Chief, SB Division, DDP
DOB 11-11-25, GS-16, SD:D
Employee Serial Number - 056043

From the beginning of the reporting period until 9 September 1965, Mr. Bagley continued as Chief, Counterintelligence Group, SR Division. Mr. Bagley was then appointed Deputy Chief, SR Division and has remained in that position. He has served as Acting Division Chief on several occasions including a period of two months in 1965 when I made an extensive visit to FE Division stations.

In Mr. Bagley's previous position as Chief, Counter-intelligence Group, he completed the establishment of this group as an effective mechanism for providing support and direction to CS operations against the Soviet Intelligence Services. His imprint can be seen in the functional organization of the various branches of the group which now enables us to concentrate on those aspects of KGB and GRU operations which are essential to the comprehensive and aggressive program we have underway to penetrate these key Soviet targets. I have been particularly impressed by Mr. Bagley's ability to relate the goals of these opera-tional programs to the capabilities of his subordinates. In fact, his appreciation of their strengths and weaknesses enabled him to place the very best of his officers in key positions in the CI Group where for the most part they remain today. Their performance is still characterized by the high sense of discipline and professionalism imbued in them by Mr. Bagley during his service as their chief. I have also been struck by the spirit of loyalty permeating this group even though Mr. Bagley's associates were often driven at a pace which would have severely tested the supervisor/subordinate relationship in most other units. At the same time, he afforded the senior officers of the CI Group every opportunity for the exercise of initiative and imaginative leadership at their own levels. On the

other hand, he has little patience with the "time server" who is not prepared to exert himself either to acquire by self study the background he shouldhave to do his job properly or if he has the background to use it effectively in his work.

Moving into the responsibilities of deputy division chief, Mr. Bagley has demonstrated to my satisfaction that he was the best possible choice for this position. He has easily mastered those substantive areas of the division's work with which he had no previous association or encountered only occasionally as Chief, CI Group. This is especially true of the reports and requirements area and of certain collection activities.

Mr. Bagley's performance in the position of deputy chief has indeed been outstanding. I would accord him particularly high marks for the energy and enthusiasm he has displayed in shaping and expanding the training and orientation programs conducted by the division as one means of conveying to CS officers outside the division some understanding of the Soviet target and our methods of operating against it. Mr. Bagley continues to be sensitive to costs whether one is speaking of funds or manhours. He does not lightly undertake the expenditure of either. My very positive evaluation of Mr. Bagley's potential for senior leadership in the Clandestine Service has not changed. He is a magnificent intelligence officer whose keen intellect and rapidly growing appreciation of the "art of the possible" mark him as one of the best officers in our service. It is my intention to recommend him for promotion at an early opportunity.

David E. Murphy Chief, Soviet Bloc Division

Tonnent II. Bagley

Date 8 July 1966

Reviewing Official:

W. Lloyd George
Acting Assistant Deputy Director
for Plans

Date 18 Un tog

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12 March 1965

MEMORANDUM IN LIEU OF FITNESS REPORT - 1 April 1964 31 March 1965

BAGLEY, Tennent H. Operations Officer SUBJECT: 056043 Branch Chief DDP/SR/CI DOB 11-11-25, GS-15, SD:D

Mr. Bagley still occupies the position described in his last fitness report of 30 April 1964. The quality of his performance continues to be <u>outstanding</u> in all respects including cost consciousness. He has been recommended for promotion to GS-16. This recommendation should receive early consideration. There are certainly very few officers in the GS-15 level who are more deserving in terms of their executive potential and their contributions to the mission of the Clandestine Services.

David E. Murphy Chief, SR Division

Reviewing Official:

Thomas II. Karamessines Assistant Deputy Director for Plans

20 Maril

Date

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ake into account everything about the employee which influences ormance of specific duties, productivity, conduct on job, cooper principal finitations or talests. Based on your knowledge of emp	iotivone	ss, pertinent ( oversil perfo	personal tra: mance durin	is or habits,	and period,	O
acn the letter in the rating box corresponding to the statement wh	ich mos	t accurately-ra	flects his le	val of perfar	mence.	٠,

SFFICE OF PERSON

NARRATIVE COMMENTS Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspectify their relationship to avorall performance. State suggestions made for improvement of work performance. Give recommendations for fullifing, Commen on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide West. basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described by applicable. Although I have known and worked closely with Ar. Orgley many times over the past ten years, this is the first time he has served directly under me. This experience has confirmed my belief that he is without question one of the most gifted counterintelligence officers in the Clandestine Services. The past several months have seen many changes in the organization of the SR Division and in its operational responsi It should be noted that Mr. Bagley perhaps more than any other officer in the division contributed heavily to the broad concepts and ideas which took final form in the new organization and the operating instructions which were accepted in the Clandestine Services as a basis for an expanded effort against the overall Soviet target. At the same time he produced a number of specific plans and directives portaining to the conduct of our operations against the Soviet intelligence services. These directives are representative of the depth of his experience in this field for they cover problems ranging from the often neglected but absolutely essential problem of collecting and recording data on Soviet intelligence officers to a highly imaginative program for increasing our level of contacts with such officers. In whatever he has undertaken in this regard, the quality of imagination is probably the most outstanding but his work would not be as effective as it is were it not for his amazing fund of knowledge concerning the Soviet intelligence services, their personnel, organization and operations, and just as important, awareness of the level and nature of the western counter intelligence effort. CERTIFICATION AND COUNTRY

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21 Apr 64	Chief, SR Division	David E. Murphy								
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32 phily	OFFICIAL TITLE OF REVIEWING OFFICIAL	TIA CALARA								
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BACLEY, Tennent H.

SECTION C (Continued)

This substantive background lends a quality of toughness and realism to his work as a planner and supervisor which is matched by very few others in the Clandestine Services.

As a supervisor, Mr. Bagley distinguishes himself by the ability he has to be immensely interested in the details of his subordinates' operations while at the same time leaving to them sufficient freedom of decision and action to carry out their programs without undue interference. He retains control over a large element (there are four branches and 55 employees in the group) and several first class senior subordinates by virtue of their respect for his competence and substance. More important, he infuses them with the same sense of dedication and deep enthusiasm for his work he himself possesses.

In his position Mr. Bagley also handles certain sensitive operations directly. All of the qualities of imagination, penetrating insight, energy and professional knowledge which can be seen in his work as a supervisor are present in his case work. He has also demonstrated that he is a superb agent handler with a fresh, common sense approach to tradecraft problems. I have also seen him display a constant readiness to sacrifice his own comfort, leisure and private affairs to the demands of the operational situation. He is not long discouraged in the most difficult circumstances and his natural optimism, alert mind and special kind of clan work constantly to discover new avenues of approach to whatever operational problems he faces.

I would describe his cost consciousness by noting that it is simply foreign to his nature in both a personal and professional sense to use funds thoughtlessly. He has demonstrated that he considers the expenditure of operational funds must be related to a commensurate gain in terms of our operational objectives.

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Supervises SR Divis	ion CE activities includ	ling	both rese	arch and	l ope	ration	re.	TING TTER
PECIFIC DUTY NO. 2 Organizes and mana	ges Branch consisting o	of 58	people.	<u> </u>	_		LR	TINO TTER
		 ف						
PECIFIC DUTY NO. 3				**			RA	TINO
See 2							CET	TTER
Recommends Division	on policy on CE matters	3.				٠		3
PECIFIC DUTY NO. 4		-			,		RAT	TER
Represents SR Divis	ion to other elements o	i the	Agency	on CE m	atter	s.	8	_ 1
PECIFIC DUTY NO. 5	**************************************		-		•	:	RAT	
Briefs foreign intelli	gence service officers	on C	E and RI	S matter	8.			)
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	OVERALL PERFORMANCE	IN CL	IRRENT PO	MOITIE				
rmance of specific duties, pro rricular limitations or talents.	ut the employee which influences hi ductivity, conduct on job, coopera Based on your knowledge of emplo	livene Syde's	ss, pertinont ; avorali perfe	personal trai mance durin	its or h	abits, ar ating po	riod, S.	TER
oce the letter in the rating box	corresponding to the statement whic							-
1 9 APR 1963	-			<del>~~~</del>				

FORM 45 OBSOLETE PREVIOUS EDITIONS.

SECRET

Embydod trem puter Semagraphing and Applemication

SECTION C	HARRATIVE COMMENTS APR L	
overall performance. State suggion foreign language competence,	veaknesses demonstrated in current position keeping in proper perspective their relationship stions made for improvement of week performance. Give recommendations for training. Comm if required for current position. Amplify or explain ratings given in Section B to provide besinned action. Manner of performance of managerial or supplications duties must be described, in	nent t
of the Soviet intellig	n exceptionally skilled officer in the CE field. His knowledgence services is almost unique in the Agency. After accomply of magnetic his Branch into a stress bland and another	lis

Mr. Bagley is an exceptionally skilled officer in the CE field. His knowledge of the Soviet intelligence services is almost unique in the Agency. After accomplishing the assigned task of reorganizing his Branch into a streamlined and operationally active unit, Mr. Bagley is now in the process of actively directing the planning and implementation of an aggressive effort on a world-wide basis against the Soviet intelligence services. Although in his present position only four months he has shown considerable imagination and initiative. He carries out his managerial duties in a proficient manner. He does however tend to avoid necessary but perhaps unpromising tasks. Inclined to be intolerant of those who do not meet the high standards he sets for himself, Mr. Bagley can be uncompromising in professional matters to the detriment of his relationships with others.

	·	
SECTION D	CERTIFICATION AND COMM	ENTS ·
1.	BY EMPLOYEE.	-
1	CERTIFY THAT I HAVE SEEN SECTIONS A. B. AN	ID C OF THIS REPORT
10APR 10APR	Vennent H. Bagley	
2.	BY SUPERVISOR	
MONTHS EMPLOYER HAS DEEN	IF THIS NE PORT HAS NOTED EN SHOWN-TOLE	MPLOYEE, GIVE-EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED ON PRINTED NAME AND SIGNATURE
10,563	Chief, Operations and Plans SR Division	Edward D. Goloway
3.	BY REVIEWING OFFICIAL	
comments of REVIEWING OFFICIAL This employee		riving operational specialis

This employee is a dedicated and hard-driving operational specialis whose performance in the field on his last tour is well known and respected in the highest Clandestine Services levels. His services were sought after by this Division as Chief of its CI Branch. He was instructed to reorganize and redirect the Division's CI effort and to reorganize the Branch into an aggressive operational unit. He has tackled this with his characteristic aggressiveness and competence and has done extremely well in this undertaking. He has perhaps not paid as much attention to "channels and chains of command" as he should but I believe he understands the importance of a little more tolerance along these

•		·		
DATE	1000	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED	NAME AND SIGNATURE
	10 aguel		Mouvano	y Lover
	1963	Chief, SR Division	Howard	J. Osborn

FR - Tennent H. Bagley SECTION D - 3 (cont)

lines and will align himself accordingly as his branch shakes down and he becomes a little more experienced in headquarters operation at the branch chief level.

With specific reference to the performance ratings, I would rate this employee as "S" on Specific Duty #1, "S" on Specific Duty #2, and "S" on Specific Duty #5. I would assign this employee an overall rating of "S".

mil

28 August 1962

#### MEMORANDUM

TO:

Chief, EB

ATTN:

Ungolm. 3 bisa

PROM:

Chief of Station, Bern

SUBJECT: Memorandum in Lieu of Final Fitness Report on

Tennent Bagley

- 1. will be leaving Bern Station permanently, with reassignment to Headquarters on 5 September 1902. During his four and a half years here his performance has been highly professional and consistently outstanding. His absence will be keenly felt by the Station.
- 2. Endowed with a high degree of intelligence, judgment, imagination and operational skill, and with fluent French, German and useful Russian, he has worked in every aspect of Station endeaver, ranging from the proper organization of Station records and the planning of operations to the assessing and successful recruiting and running of agents.
- 3. In his primary responsibility as Station CB and Sovsat referent, has made unique contributions to KUBARK's approach to and knowledge of the field of Soviet and Polish CB, including the detection and monitoring of RIS illegal networks, and he has played a significant role in almost every major operation conducted by the Station over the last four years. His work has been repeatedly commended by Headquarters.
- 4. Though _______ natural bent is in the field of CE, in which he excels, he has acquitted himself equally well in other areas of Station activity. He is particularly adroit at the analysis, planning and management of operations and, from time to time, has supervised all Station operational activity with superior executive ability. His contribution to the development of Station limison, through inquiries, follow-ups and special studies prepared to stimulate the local service to action in AURAKA's behalf, has been indispensable and unquestionably an important factor in the growth of Swiss-EUBARK limison.

# RYBAT/SECHET

139911.1.

5. Ideally suited to the particular requirements and operational climate of Switzerland, is highly regarded and respected by his KUBAZZ and ODACID associates, and we all have learnt much from him professionally. Exceptionally mature and knowledgeable, he is a natural for a command position. The most outstanding all-around officer in the Station, has been producing consistently at a level above his present grade. He has been recommended for promotion repeatedly, the last time on 6 october 1961. It is hoped that in his new assignment he will soon be granted this concrete recognition of his superb performance and high potential.

31 Burton Lifschuitz

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(When Filted In)																	
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SEC	TION B		EVAI	DITAUL	N OF P	ERFORA	LANC	E OF	SPE	CIFIC	DUTI	ES			-		,
Clay up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employees performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).																	
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Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's averall performance during the rating period, place the rating number in the box curresponding to the statement which most accurately reflects his level of performance;  1. Performance in muny important respects fails to meet requirements. 2. Performance meets most requirements but is deficient in one or more important respects. 3. Parformance clearly meets basic requirements. 4. Performance clearly exceeds basic requirements. 5. Performance clearly exceeds basic requirements. 6.																	
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1 June 1960 4/11/59 - 12 /1/60 SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES													
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	SECRET
٢	SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCEUNNEL.
	Stress strongths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS 8, C, and D so provide the best basis for determining future personnal actions.  Subject is a thoroughly professional intelligence officer andowed with a high
ı	degree of intelligence and ability to concentrate. He is imaginative and skilled. A
	rapid, accurate and purposeful worker, he is a good writemandness particulate speaker.
	Though his natural bent is in the CE field, in which he excels, he has also demon-
	strated ability and accomplishments in other areas of Station activity. He is par-
	ticularly adroit at the analysis, planning and management of his operations. His
	contribution to the Station liaison take (through inquiries, follow-up and special studies
	he has prepared to stimulate liaison to action in KUBARK's behaif) has been out-
	standing and has been a vital factor in stepping up the pace of Swiss-KUBARK liaison.
,	Subject tends at times to avoid necessary but unpromising Station chores and at times
:	is intolerant of those who do not meet the very high standards he sets for himself.
,	These are minor flaws in an otherwise superior officer with outstanding potential.

JECTION P	CERTIFICATION AND C	MINIET 19
1.	BY EMPLOYEE	
l car	tify that I have seen Sections A, B,	C, D and E of this Report.
DATE	SIGNATURE OF EMPLOYEE	
9 December 1960	/s/ Tennent BAGLEY	• •
2.	BY SUPERVISOR	1
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION .
OHDER MY SOFERVISION		
-	,	
• •	IP REPORT IS NOT BEING MADE AT THIS	TIME, GIVE REASON.
EMPLOYEE UNDER MY SUPERV	ISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS
OTHER (Specify):		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
9 December 1960	,	/s/ Philo DIBBLE .
3.	BY REVIEWING OFFIC	
X I WOULD HAVE GIVEN THIS EM	PLOYER ABOUT THE SAME EVALUATION	
I NOULD HAVE GIVEN THIS EM	PLOYEE A HIGHER EVALUATION.	
I WOULD HAVE GIVEN THIS EM	PLOYEE A LOWER EVALUATION.	
I CAHHOY JUDGE THESE EVAL	UATIONS. I AM NOT SUFFICIENTLY FAMI	LIAR WITH THE EMPLOYEE'S PERFORMANCE.
comments of REVIEWING OFFICIAL	ely in the supervisor's est	imate and would state that Subject
is the most outstanding	all around officer in the S	tation. Further, he is ideally
suited to the peculiar r	equirements and operation	al situation of Switzerland. In my
oninion he has been per	forming consistently at a l	evel above his present grade and all
•	_	earned much from him professionally.
	OFFICIAL TITLE OF HEVIEWING OFFICIA	
		/-/ Dund - D - T TOOUTH MA
9 December 1960		/s/ Burton R. LIFSCHULTZ

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SECTION B		TION OF P		MANCE	OF SPE	CIFIE	DUTIES					
List up to six of the most manner in which employee with supervisory responsil	important specific o	duties porla	rmed durin	ng the ro	ting perio	d. Ins	erforman	number se of the week auth	arvised or duty	best c r. All D.	lescri empl	bes the oyees
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SECTION C	EVALUATION OF	OVERAL	I PERF	ORMAN	CE IN C	URRE	NT POS	TION				
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THER (Specify):											£	

FORM AS

SEE SECTION 'E' ON REVERSE SIDE SECRET

(4)

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employed for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining fatures assessmell sections.

Ser li 11 12 M TO

- 1. Subject is an exceptionally strong Case Officer in terms of initiative, imagination and skill. His greatest assets are a thorough understanding of intelligence techniques, native intelligence and the ability to apply both to operational situations. He is a rapid, accurate and purposeful worker with unusual powers of concentration, a good writer and articulate speaker. Although reasonably versatile, he has become a specialist in the CE field, for which he seems particularly well suited by natural talent and personality. Most of his work in his current position has required analysis, coordination and "desk" management of operations rather than actual agent handling and his performance in dealing with some fairly complex operational situations has been superior in every respect. He has used his structions has been superior in every
- 2. By virtue of his intellectual capacity and intense interest in his work, Subject's potential for further development must be rated high. However, he should attempt to bring more flexibility and understanding into his relations with others. His views tend to be very positive and sometimes are argued with more vigor than tact. These are minor weaknesses in an otherwise exceptionally promising officer.

SECTION F CERTIFICATION AND COMMENTS									
I. BY EMPLOYEE									
I certify that I have seen Sections A, B, C, D and E of this Report.									
DATE									
30 April 1959									
BY SUPERVISOR									
MONTHS EMPLOYER HAS BEEN UNDER MY SUPERVISION	MONTHS EMPLOYER HAS BEEN IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYER, GIVE EXPLANATION								
12 months									
	IF REPORT IS NOT BEING MADE AT THIS TI	ME, GIVE REASON.							
EMPLOYEE UNDER MY SUPER	VISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS							
OTHER (Specify): -									
DATE.	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE							
2% april	Operations Officer	/s/ John Goeser							
3.	BY REVIEWING OFFICIA	L. ,							
I WOULD HAVE GIVEN THIS EN	PLOYER ABOUT THE SAME EVALUATION.	g lin.							
I WOULD HAVE GIVEN THIS ME	IFEOYEE A HIGHER EVALUATION.								
I WOULD HAVE GIVEN THIS EN	PLOYER A LOWER EVALUATION:								
I CANHOT JUDGE THESE EVAL	UATIONS. I AM NOT SUPPICIENTLY FAMILI	AR WITH THE EMPLOYEE'S PERFORMANCE.							
COMMENTS OF REVIEWING OFFICIA									
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DATE	OFFICIAL FITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE							
30 April 1959	Chief of Station, Bern	/s/ Burton R. Lipschultz							

#### FIELD FITHESS REPORT

The Filmess Report is an important factor in organization personnel amagement. It seeks to provide:

1. The organization selection board with information of value when considering the application of an individual for membership in the career stell; and

2. A periodic record of job performance as an aid to the effective utilization of personnel.

### INSTRUCTIONS

TO THE FIRED ADMINISTRATIVE OR PERSONNEL OFFICER: Consuit current field administrative instructions regarding the initiation and transmitted of this report to head-

14 00000

TO THE FIRLD SUPERVISOR: Read the entire form before extempting to complete any item. As the supervisor she easigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his extremeths, weaknesses, and on the job effectiveness as

revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate, if practicable, with his previous supervisors to anke sure the reportis accurate and complete. Privary responsibility rests with the surrent supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his syrk, so that in a general way he knows where he stands.

IT IS OPTIONAL WINTER OR NOT THIS PITNESS REPORT IS SHOWN TO THE PERSON BRING RATED .

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4.	BUE DATE OF	THIS REPORT	7. PERIOD COVERED	ry THIS REPORT (Inclusive detec)	•
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			ON II (To be coop!	sted by field supervisor)	
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FORM NO. 45a

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this section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted titerally.

On the left hand side of the page helow are a series of statements that apply in some degree to east people. On the left hand side of the page are four asjor categories of descriptions. The scale within each category is divided into three small blocks; this is to allow you to make favor distinctions if you so desire. Luck at the statement on the left o then check the category on the right which heat fells how such the statement applies to the person you are rating. Placing on "X" in the "Not Observed" column means you have no opinion on whether a phrase to an individual. Placing on "X" in the "Dues Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.

STATEMENTS	٤.								CAT	EGO	RIE	s							
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STHENA SUPPORT.	<u> </u>				ECO			<u>L</u>	<u></u>				x						J

A. WHAT ARE HIS OUTSTANDING STRENGTHS! Basic brain power, ambition, determination, organizational ability, education, area knowledge, language ability, social coise, experience, agressiveness. Writes extremely well, effectively presenting complicated material. Deeply veness this work, anxious to learn more about it. Has unusually thorough grounding interested in his work, anxious to learn more about it. Has unusually thorough grounding in tradecraft. Understands "policy" aspect of operations—relationships with other agencies, etc--to much greater degree than others his grade and experience.

SO. A GOOD SUPERVISOR.

on with it; he has great charm when interested in using it, but has had increasing difficulties in relationships with office staff because of impression he gives of own importance. Tends to blame circumstance for personal failure to follow through on assignments offected by personal relations: Wants to be in "inner circle" and tends to sulk when he feels he is not, or when things do not go entirely to his satisfaction.

	r Filled In)
	experience, far outwoigh all other considera in an officer of loss outstanding ability.
	ting employee should be exposed to good super- eer develops as fully as can be expected.
E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?	
Any advanced operations training which h	e may not have had.
Subject is an outstanding young officer	,
SEC	TIQN. VI
Rood all descriptions before rating; Place " K"	in the most appropriate bas under subsections A.B.C.AB
A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.	C. DIRECTIONS: Based upon what he has said, his ections, and any other indications, give your opinion of this person's attitude toward the organization.
1. DOES NOT PERFORM DUTIES ADEQUATELY, WE IS INCOMPETENT. 2. BARELY ADEQUATE IN PERFORMANCE, ALTHOUGH HE MAS MAD SPECIFIC GUIDANCE OR TRAINING, ME	1. HAS AN ANTAGOMISTIC ATTITUDE TOWARD THE AGENCY WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.  2. HAS STRONG MEGATIVE ATTITUDE TOWARD ORGANIZA.
OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.  3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCASIONALLY REVIALS SOME AREA OF WEAKNESS.	TIONIRKED RV RESTRICTIONSREGARDS ABERCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING GETTER. 3. TENDS TO HAVE, AN UNFAVORABLE ATTITUDE TOWARD
4. PERFORMS DUTIES IN A TYPICALLY COMPETENT. EFFECTIVE MANNER.  8. A FINE PENFORMANCE, CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.	THE ORGANIZATION, BOTHERED BY MINOR PRUSTRA- TIONS, WILL GUIT IF THESE CONTINUE. 4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIF- FERENT HAD "BAIT AND SEC" ATTITUDE, WOULD
6. PERFORMS HIS DUTIES IN SUCH AN DUTSTANDING MANNER THAT HE IS LOUALLED BY FEW OTHER PER SONS KNOWN TO THE RATER. IS THIS INDIVIOUAL BETTER QUALIFIED FOR WORK IN SOME	LEAVE IF SOMPOHF OFFINED HIM SOMETHING DETER.  5. TRUDS TO HAVE FAVORABLE ATTITUDE TOWNED ORGANI- ZATION. HEAT SALVOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION. THINKS
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	CAREER IN THE OBSANITATION.  7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION. WILL PROBAPLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.
3. DIRECTIONS: Cunsidering others of this person's grade and type of assignment, how bould you rate him on potentiality for assumption of greater responsibili- ties normally indicated by promotion.	O. DIRECTIONS: Concider everything you know about this person is making your rating, skill in job duties, conduction the job, personal characteristics or habits, and special defects or talents.
1: MAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED, 2. 15 MAKING PROGRESS, BUT NEEDS WORE TIME IN	1. DEFINITELY UMBISTABLE . HE SHOULD BE SEPARATED.
PACSINT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.  3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN	CEPTED HIM IF I HAD FORM WHAT I KNOW NOW.  3. A BARELY ACCEPTABLE EMPLOYEE, DEFINITELY BELOW AVERAGE BUT WITH HO WEARNESSES SUFFICIENTLY DUTSTANDING TO WARRANT HIS SEPARATION.
SOME AREAS,  4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE OUTLES OF THE NEXT HIGHER GRADE,  5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEAT	4. A TYPICAL EMPLOYEE, HE DISPLAYS THE SAME SUITA- BILITY AS MOST OF THE PEOPLE I RNOW IN THE ORGANIZATION. 3. A FINE EMPLOYEE - HAS SOME OUTSTANDING
HIGHER GRADE,  X 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCE. MENT.	STRENGTHS.  G. AN INNUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ONGANIZATION.  7. ENCILLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.

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	•	INSTR	UCTIONS		
FOR THE APPINISTRATIVE OF	FFICER: Consult curr	ent instruct	ions for completing this	sepost.	
FOR THE SUPERVISOR, This this evaluation to your	heugiesh ei froqui	to help you	express your eveloation	of your aut	bordinete and to transmi
nate where he stands wa	th you. Completion	of the repor	et can help, you prepar	e for a di	iscussion with him of hi
strengths and weaknesses	. It is also organi	sation policy	y that you show Part 1 of	this repor	rt to the employes excep
under conditions specifi any question. If this	ed in Regulation 20-	37Q. It is t	recommended that you rea	d the entir	re form before completing
Tersonnel no later than	30 days after the da	te indicated	in item A, of Section	A below.	invided to the Strice of
SECTION A.		GEN	ERAL		
1. NAME (! nat)	(\$1193)	(#Iddle)	2. DATE 68 8:874	2. 34 A	4. SERVICE DESIGNATIO
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DDP/EE/Poland		,	I.O. (FI)	ITLE	•
7. GRADE DATE HEPORT		P. PERIOD C	OVERED BY THIS REPORT (	inclusive de	100)
GS-13 24 July	1957	July 19	956 - July 1957		
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SECTION 8.		CERTIF	CATION		<del></del>
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SECTION C.		PERFORMANC	E EVALUATION		
I. RATING ON GENERAL PERFOR			amor protesta aproducty. Matematikan iy karattiraspi ta aritaa yadda dayaan ariyadga,		
DIPECTIONS: Consider (gity nis duties during the ratio sibility. Eactors other th	ig period. Compare l	him ONLY with	others doing partial w	irk at o sin	ng rated has performed aller level of respon-
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2 - HAPELY AGEQU	IFORM DUTTES ACCEMANCE.  SPUNSIBILITIES.		COMPRIENT. HAS HAD SPECIFIC DISCAC	E OR TRAINI	-
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2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES			Gr	
PIRECTURES On PERFORMANCE OF SPECIFIC DUTIES  PIRECTURES  A. State in the spaces below up to six of the Place the most important first. Ho not inc		*	07 127 OF OZA	
flace the most important first. In not inc	more tem clude ata	ortant SPECIFIC duties peri or or unimportant duties.	lormed during this Veri	HALL IO
I b. Rate performance on each possifie duty and	and and the s	MAN ACCURATE		_
c. For supervisors, ability to supervise will who supervise a secretary unity).	alvays b	e taled as a specific duty (	defille the is entered	enra tho
d. Compare in your mind, when possible, the	indire	lual being rated with other	es pretomide 21 PM	1500 at
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e. Two individuals with the same job title duties,	may be	performing different duties	. If so, rate them on	differen
f. Be specific. Exemples of the kind of dutie	s that m	ight be rated are:	MAII RODE CONDUCTS INTERROGATIO	
ORAL BRIEFING		D USES AREA EVOILEDGE	CONDUCTS INTERPOGATIO	ON S
GIVING LECTURES CONFECTING SEMINARS		PS NEW PROGRAMS ES INDESTRIAL REPORTS	PREFARES SUMMARIÊS TRANSLATES GERMAN	4
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<ol> <li>For some jobs, duties may be broken down evenue and phone operation, in the case of a radjo</li> </ol>	en furthe	r if supervisor considers	it advisable, e.g., com	bined ke
and provide operations, an time case of a radio	obstato	•	•	
. I - INCOMPETENT IN THE PERFORMANCE	OF THIS	DUTY & PERFORMS THE	S DUTY IN AN OUTSTAND!	M. A. A. A. M. M. M. M. M. M. M. M. M. M. M. M. M.
2 - DARELY ADEQUATE IN THE PERFOR	MANCE OF		Y FEW INDIVIDUALS HOLD	ING SIWI
DESCRIPTIVE DÚTY, RATING 3 - PERFORMS THIS OUTY ACCEPTABLY		LAR JOBS		
NUMBER . 4 - PERFORMS THIS DUTY IN A COMPET	ENT WANN	ER THES DUTY	NE I KNOW IN THE PERFO	RMANCE OF
B - PERFORMS THIS DUTY IN SUCH	A FINE W	ANNER		
THAT HE IS A DISTINCT ASSET ON SPECIFIC DUTY NO ?	-			
•	NUMBER	PERCIPIC OUTY NO. 4		RATING
Supervises conduct of Branch				NUMBIR
operations.	6	Acts as deputy to Br	anch Chief.	5
SPECIFIC DUTY NO. 8	RATING	SPECIFIC BUTY NO. 3		RATING
Provides over-all operational guidance	NUMBER	-		NUMBER
to field stations.	L_5_			
SPECIFIC DUTY NO. 3	PATING	SPECIFIC DUTY NO. 8 .		RATING
Performs function of senior Branch	NUMBER	-		NUMBER
CE officer.	2	•	•	
3. NARBATIVE DESCRIPTION OF MANNER OF JOB PERFORMA	A.,	regin green, milestate is be an authoristican annien, more asserties in 16. des .		
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etract from his professional competencies supervisory talents are not set to	ce or l	ersonal qualities, b	ut to indicate th	at
is supervisory talents are not yet ful nd German.	rrh gen	eloped. Mr. Bagley	speaks fluent Fre	nch
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IRECTIONS: Take into occount here everything you	ni know a	bout the individualproc	luctivity, conduct in t	he job.
ectinent personal characteristics or habits, speci are him with others doing similar work of about the	int derec in same i	rs or talentsand how he	fits in with your ten	u. Com-
1 . DEFINITELY DYSUITABLE . HE SHOULD BE	SEPARAT	LD.	Ç	1
2 - OF DOUBTFUL SLITABILITYWOULD NOT	HAVE ACC	HE PROPA CAP I TI MIN CATES	AT. I KNOW NOW.	- 1
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DIDLING DODON IN. A 11 DODONIA.										
-,		FITNESS REPORT (Part II) POTENTIAL								
INSTRUCTIONS										
FOR THE	ADMINISTRAT	TIVE OFFICER: Consult current instructions for completing this report.								
ment and sated em to be conhold and	FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision PUR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elsoysed. If this is to INITIAL REPORT on the employee, however, it MUST becompleted and forwarded to the CF no later than 30 days after the due date indicated in item 8 of Section "22" below.									
SECTION		Autha:								
,	HAME (Lest) (First) (Widdle) Broate of BIRTH 3. SER 6. SERVICE DESIGNATION BAGLEY Tennet Harrington 212 Rovember 1925 M DI									
9. OFF (C)	DDP/EE/Poland  1.0. (FI)									
7. GRADE	B: DATE	REPORT DUE IN OP 9. PERIOD COVERED BY THIS REPORT (Inclusive detec)								
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SECTION		CERTIFICATION								
		CERTIFY THAT THIS CHEFT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED								
A. 1/1/8 0		B. TYPEO OR/PAULEMANT AND SIGNATURE OF SUPERVISOR C. SUPERVISOR'S OFFICIAL TITLE								
/6)	ul 57	Peter K. Heimann Chief, EE/P								
	<u>ie iranviemino</u>	OFFICIAL: I HAVE REVISED THIS SEPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.								
7753	12 -	S. TIPED OF PRINTIFICANT PID FIGHTURE OF REVIEWING C. OFFICIAL TITLE OF REVIEWING OFFICIAL OFFICIAL HOWARD E. ROMAN ACOP/EE								
SECTION	G. ()	ESTIMATE OF POTENTIAL								
		IME GREATER RESPONSIBILITIES								
DIRECTION	S: Consider	ring others of his grade and type of assignment, rate the employee's potential to assume greate Think in terms of the kind of responsibility encountered at the various levels in his kind o								
6 PATING NUMBER	2 - HAS R 3 - MAKIN 4 - READY 5 - WILL 6 - ALREA 7 - AN FX	NOY ABOVE THE LEVEL AT PHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED REACHED THE HIGHEST LEVEL AT BHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED IN PROGRESS. BUT NEEDS WORK I'ME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES OF TRAINING IN ASSUMENCE OF THE PROBABLY ADJUST QUICKLY TO MORE RESPONSIBILITIES WITHOUT FURTHER TRAINING WORK RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL CEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF MIGHE RESPONSIBILITIES								
2. SUPERV	ISORY POTEN	TIAL								
Answer is SUITAILE to expres	YES, indica TRAINING. sing your of the "actua	this question: iles this person the ability to be a supervisor?  es No If you to below your opinion or guess of the level of supervisory ability this person will reach AFTZ Indicate your opinion by placing the number of the descriptive satisty below which comes closes pinson in the appropriate column. If your rating is highly observing him supervise, note you I column. If based on opinion of his potential, note the rating in the potential column.								
DESCRIPT RATIN NUMBE	IG 2 81	AVE NO OPINION ON HIS SUPERVISOR? POTENTIAL IN THE SITUATION SELEVE INDIVIDUAL WOULD BE A WEAK SUPERVISOR IN THIS AIMS OF SITUATION SELEVE INDIVIDUAL WOULD BE AN AVERAGE SUPERVISOR IN THIS KIND OF SITUATION ELIEVE INDIVIDUAL WOULD BE AN STRONG SUPERVISOR IN THIS SITUATION								
ACTUAL	POTENTIAL									
3		A GROUP COING THE PASIC 108 (truck drivers, stemographers, technicians or professional aper cialists of various kinds) saist contact eith immediate suppositional is retoucht (Parat line supervisor)								
3		A spour of supravisors who differ the skie 108 (Second line supervisors)								
	. 2	A GROUP, THO MAY OF MAY HOT BE TUPERVISORS, BHICH IS RESPONSIBLE FOR MÁJOR PLATS, ORGANIZATION AND FOLICY (Executive level)								
	0	WHEN CONTACT WITH IMMEDIATE SUBDROINATES IS NOT FREQUENT								
3	,	SHEM INDIVIDUE SOSCOCIONELES, VCLIASLIES THE DIFFUSE PHO HELD CPREST CCOND'WELLOW								
3	,	BREW INNESTATE SUBSCOINATES INCLUDE NEWBERS OF THE OPPOSITE SER								
		OTHER (Specify)								

SECRET OF PERSONNEL.

INDICATE THE APPROXIMATE NUMBER OF MONTHS THE "" Aug 2" 12:34 PH "57" "" Ten Mr. Bagley's potential as a Clandestine Services operations afficer is limited only by his relative youth and symptoms such as occasional impatience and doggedness. His intellectual gifts and professional competents are beyond question and qualify him for any operational job within DD/P in due course. FUTURE PLANS SECTION N. TRAINING OR GINES DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL Mr. Bagley would probably profit from a short exposure to high-level staff work by increasing his knowledge of the U.S. intelligence community. None. DESCRIPTION OF INDIVIDUAL DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job, interpret the words literally. On the page below are a series of stat ments that apply in some degree to west people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report. X - HAVE NOT DESERVED THIS, HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL INDIVIDUAL

1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE

2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE

3 - APPLIES TO INDIVIDUAL TO AN AVENAGE DEGREE

4 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE

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many quest	ion. If this i	s the initial repo	rt on the em	recommended that you re ployer, it must be comp in item 8, of Section	leted and fo	rwerded to the Office	of
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DIRECTIONS:  a. State in the spaces below up to six of the Place the most important first. In not inc. b. Rate performance on each specific duty cont. c. For supervisors, ability to supervisor will who superviso a secretary only).  d. Compare in your mind, when possible, the similar level of responsibility.  e. Two individuals with the same job title duties;	fule minor or. didering ONLY e always be cate individual b	unimportant duties) of fectiveness in period as a specific duty eing rated with oth	formed during or this do not divise of	in specific duty.
f. Be specific. Framples of the kind of dutie ORAL BRIBFING GIVING LECTURES CONDUCTING SEMINARS WELTING TROUBLES CONDUCTING EXPENDAL LIAISON TYPING TAKING DICTATION SUPPROVISING.  8. For some jobs, duties may be broken down event of phone operation, in the case of a radio	MAS AND USES DEVELOFS NEW ANALYZES IND WANAGES PILE: OPERATES RADIO COURDINATES I WESTES REQUELY PREPARES CORE OF LICENSE IS I	AREA KNOWLEDGE PROGRAMS 'STRIAL REPORTS B O DITM OTHER OFFICES ITTIONS FROM NUMBER	CONDUCTS IN PREPARES SU TRANSLATES DRBRIEFING REPS BOOKS DRIVES TRUC WAINTAINS A FYALMATES S	GERNAN SOURCES
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SECTION D. SUITABILITY FOR	CURRENT JOB	IN ORGANIZATION		
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FITNESS REPORT (Part II) POTENTIAL									
INSTRUCTIONS									
FOR THE	AIMINISTRA	TIVE OFFICER: Consult current instructions for completing this report.							
ment and rated om to be co hold and	d personnel ployee, li mpleted onl complete a	This report is a privileged communication to your supervisor, and to appropriate career menal officials concerning the potential of the employee being rated. It is NOT to be shown to tis recommended that you read the entire report before completing any question. This report by after the employee has been under your supervision P.W. AT LEAST 90 LAYS. If less than 90 dayleter the 90 days has elapsed. If this is the INITIAL REPORT or the employee, however, it MAST anded to the CT no later than 30 days after the due date indicated in item 8 of Section "I" believed.							
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. NAME	BAGLE	Tennent H. 11 Nov 1923 M DI							
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SECTION		CERTIFICATION							
A. THIS D		E CERTIFY THAT THIS REPORT REPRESENTS WY BEST JUDGEWENT OF THE INDIVIDUAL BEING RATED							
		Howard E. Roman House Chief, EE/P							
2. FOR THE		B. TYPED OR PRINTED NAME AND DIGNATURE OF REVIEWING C. OFFICIAL TITLE OF REVIEWING OFFICE							
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SECTION	o. 2	ESTIMATE OF POTENTIAL							
		ME GREATER RESPONSIBILITIES							
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nawer in SUITAIRE 1 O PROPERT	YES, indica FRAINIÑG, Ling your o	this question: ils this person the ability to be a supervisor? Yes No If you to below your opinion or guess of the level of supervisory oblitty this person will reach AFTE Indicate your opinion by placing the number of the descriptive rating below which comes closes pinion in the appropriate column. If your rating is based on observing him supervise, note you I' column. If based on opinion of his putential, note the rating in the "potential" column.							
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	•	OTHER (Specify)							

OF PERSONNEL

4. COMMENTS CONCERNING POTENTIAL

While Subject in his present job has shown excellent supervisory abilities, it may be that his own personal inclinations would tend to make him feel happing in a more active operational function in his next assignment, rather man in a widening of his supervisory responsibilities.

BECTION H.

. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLA

Mone at present

2. BOTE STAR FACTORS, INCLUSING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENT

Foreign born wife:

DESCRIPTION OF INDIVIDUAL

MPRITICES: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read such statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

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SECRET 26. CAN THINK ON MIS FEET. 27. COVES UP WITH SOLUTIONS TO PROBLEMS. 28. STIMULATING TO ASSOCIATES: A "SPARK"PLUG". x 28. TOUGH WINDED. x SO. GESCRYANT. AL. CAPABLE. 32. CLEAR THINKING 33. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS. EVALUATES SELF REALISTICALLY. 38: WELL INFORMED ABOUT CURRENT EVENTS. DELIBERATE. ST. EFFECTIVE IN DISCUSSIONS WITH IMPLEMENTS DECISIONS REGARD-LESS OF OWN FEELINGS. SP. THOUGHTFUL OF OTHERS. WORKS WELL UNDER PRESSURE. DISPLAYS JUDGEMENT. 42. GIVES CREDIT WHERE CREDIT IS DUE. 43. HAS DRIVE. 44. IS SECURITY CONSCIOUS. 48. VERSATILE. 44. HIS CRITICISM IS CONSTRUCTIVE. 47. ABLE TO INFLUENCE OTHERS. 48. FACILITATES SMOOTH OPERATION x OF HIS OFFICE. 49. DOES NOT REQUIRE STRONG AND x CONTINUOUS SUPERVISION. SO. A GOOD SUPERVISOR.

reporter with outstanding memory and analytic facilities. A perceptive and alert case officer. Works hard, writes well and easily. Keeps on top of his work and reporting to an unusual degree. Adapts easily to overseas life and has considerable chann and social presence. Speaks very useful Jerman and fluent French.

SECTION. V

B. WHAT ARE HIS OUTSTANDING WEAKNESSES?

14 00000

Lack of team spirit. Impatience with the less gifted. Difficulty delegating responsibility. These weaknesses add up to a certain intellectual and social subbery which could, if continued, unnecessarily restrict Subj's horizons in the broadest aspects of possible future assignments. They will have little effect on his operational brilliand but will not enhance his ability to pass on his experience to others, or to supervise and guide them. Experience over the last couple of years indicates that he will need assistance in this and his failings, minor the they may be, should regularly be brought

(When	ECRET Filled In)
C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR HE AN exceptionally bright person whose strengreater maturity, should outgrow his weak  O. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION;	ngths outweigh by far his weak to with nesses.
er er de de de de de de de de de de de de de	MAIL ROOM
General desk and Headquarters training.	, ·
P. OTHER COMMENTS (Indicate here general traits, specific report but which have a bearing on effective utilizat	ion of this person):
SECT	ION VI
Read all descriptions before rating. Place "X"	n the most appropriate box under subsections A.B.C.aD
A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.	C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organization.
1. DOES NOT PERFORM DUTTES ADEQUATELY, HE IS INCOMPETENT.  2. BARELY ADEGUATE IN PERFORMANCE: ALTHOUGH NE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.  3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCABIONALLY REYEALS SOME AREA OF WEAKNESS.  4. PERFORMS DUTIES IN A TYPICALLY COMPETENT. EFFECTIVE MANNER.  B. A FINE PERFORMANCE: CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.  C. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS FOUNLED BY FEW OTHER PERSONS KADIN TO THE RATER.  IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREAT	1. MAS AM ANTAGONISTIC ATTITUDE TOWARD THE ORGANIZATION. WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.  2. MAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZATION IRRED BY RESTRICTIONS R*GARDS ORGANIZATION STEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.  3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION BOTHERED BY MINOR FRUSTRATIONS WILL QUIT IF THESE CONTINUE.  4. MIS ATTITUDE TOWARD THE ORGANIZATION IS INDIFFERENT HAS "WAIT AND SEE" ATTITUDE. WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.  5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD CREANIZATION MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION THINKS IN TERMS OF A CAFFER IN THE ORGANIZATION.  6. DEFINITELY MAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION BABRING AN UNEXPECTED CUTSIDE OPPORTUNITY. WILL PROBABLY ENDEAVON TO WAKE A CARLER IN THE ORGANIZATION.  7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION WILL PROBABLY ENDEAVON TO WAKE A CARLER IN THE ORGANIZATION.
B. DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of grader responsibilities normally indicated by promotion  1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.  2. IS, MAKING PROGRESS. BUT. WEEDS MORE TIME IN PRESENT CADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.  3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE. BUT MAY NEED THAINING IN SOME AREAS.  4. WILL PRODABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.  5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER CADE.  8. AN'EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCE.	D. DIRECTIONS: Consider everything you know about this person im making your ratingskill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.  1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.  2 OF DOUBTFUL BUITABILITY WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.  3. A DARRLY ACCEPTABLE EMPLOYEE. SEPINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.  4. A TYPICAL EMPLOYEE. HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.  5. A FINE EMPLOYEE. HAS SOME OUTSTANDING STRENGTHS.  6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.  7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.



## CENTRAL INTELLIGENCE AGENCY WASHINGTON 25, D. C.

#### OFFICE OF THE DIRECTOR

1 5 JUL 1955

MEMORANDUM FOR: Tennett H. Bagley

SUBJECT:

Notification of Membership in the Career Staff

- 1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 1 July 1954.
- 2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.
- 3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds Chairman, CIA Selection Board

Noted:

Date: & Dec 1917

Career Service Staff Office of Personnel

3 JAN 1956

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	prospect who we feel will advance r	apidly in the organization. He is extremely
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	comparative youth, he is already an	experienced intelligence officer. Careful
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SECTION V

48. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.

SQ. A GOOD SUPERVISOR.

en with 1th he has great charm when interested in using it, but has helincreasing if ifficulties in relationships with office staff because of impression he gives of own if importance. Tonds to blaze circumstance for personal failure to follow through on assignments effected by personal relations. Wents to be in "inner circle" and tends to sulk when he feels he is not, or then things do not go entirely to his satisfaction.

consider in the term that are track tracked on an allinear ability, motivation, enthusiasis, tions which would not have been remarks	exposioners for relating all other considers.
Only that in the sequest that an outstand vision at all times to see that his car	
E. WHAT TRATETOS SO TOU RECOMMEND FOR THIS INDIVIDUAL!	
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A Disscripts: Consider only the shift with which the person has performed the duties of his job and rate him secondingly,	G. BIRSCTIONS: Bosed upon what he has east, his actions, and any other indications, give your opinion of this person's attitude toward the organization.
1. BGES MOT PERFORM BUTTES APEQUATELY: NE 18 10CSMFFTCUT, 2. SERTE APEQUATE IN PERFORMANCE: ALTHOUGH HE	1. MAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OFFORTUNITY.
MAS PAS SPECIFIC QUIDANCE OR TRAINING, HE OFFER FALLS TO CAMPY OUT RESPONSIBILITIES COMPTENTLY.	2. HAS STOOM REGATIVE ATTITUDE TOWARD ORGANIZA- TIGMIRKED BY RESTRICTIONSFEGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING
9, PEOFFMS MOST OF HIS DUFFES ACCEPTABLY OCCA- SIGNAL'S PEVEALS BONE APEA OF WEAKNESS. 4, PEOFFMS DUTIES IN A TYPICALLY COMPETENT. EFFECTIVE MADREN,	DETTER,  3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE GREANIZATION. SOTHERED BY MINOR PRUSTRA- TIONS., WILL DUTY IF THESE CONTINUE.
8. A FIRE PERFORMANCE, CAPREES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY BELL.  8. PERFORM HIS DUTIES IN SUCH AN OUTSTANDING	4. HIS ATTITUDE TOWARD THE GREANIZATION IS INDIF- FERENTMAS "WAIT AND SEE" ATTITUDE WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
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	CAMEER IN THE ORGANIZATION.  7. MAD AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGAN- 12ATION BILL PROBABLY REVER CONSIDER WORKING ANY PLACE OUT IN THE ORGANIZATION.
B. Directions: Considering others of this person's grade and type of exercises, how would you rate him on potentially, but execuption of greater responsibilities normally indicated by promotion.	D. Directions: Consider everything you know about this person in making your reting, while in job duties, conduct on the job, personal characteristics or habits, and special defects or taleats,
1, has beaned the highest grade level at which satisfactory performance course. Expected. 2. He was 146 progress, But needs nore time in	1. OFFINITELY UNBUITABLE - NE SHOULD SE SEPARATED.
PREFERT GRADE SEFFER PSCANTION TO A NIGHER GRIDE THE BE PECONSENSES.  3. IS READY TO TAKE ON RESPONSIBILITIES OF THE BEST AUGUST GRADE, BUT MAY DEED TRAINING IN	CEPTED WIM IF I MAD KNOWN GMAT & KNOW NOW.  3. A BARELY ACCEPTABLE EMPLOYEE. DEFINITELY BELOW AVERAGE BUT WITH NO BEARRESSES SUFFICIENTLY OUTSTANDING TO WARRANT MIS SCPARATION.
4. BILL PROBABLY ADJUST QUISTLY TO THE WORE  BEEFFORTS OF THE WENT HIGHER GRADE,  B. IS MAYEAUT PERFORMING AT THE LEVEL OF THE MENT HIGHE GRADE,	4. A TYPICAL EMPLOYEE, HE DISPLAYS THE SAME SUITA- OLISTY AS MCST OF THE PEOPLE; ENGE IN THE ORGANIZATION.  8. A FIRE EMPLOYEE . HAS SOME CHTSTAMPING STRENGINS.
8. AN EMPERTIONAL PERSON AND 45 GME OF THE FEW WAS SHOULD DE CONSIDERES FOR MAPID ADVANCES MARY MESTA	8. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ONGANIZATION.  T. EXCELLED BY ONLY A FEW IN SUITABILITY FOR BORK IN THE ORGANIZATION.
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1 July 1954

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UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE SHOWN TO THE EMPLOYEE REPORTED ON

### COMPANIE THE

- 2. Subject's weaknesses, which because of his outstanding ability and promise are rather magnified in this assessment, lie mainly in his occasionally faulty human relations. Subject rejects much of the social life which is customarily associated (although not necessarily for the best) with Kubark field posts. His interests, aside from his work, are primarily intellectual and artistic. These interests, coupled with his at best pro forms fulfilling of the customary Kubark social protocols, definitely weaken his relationship with the rest of the staff.
- 3. Subject comes from a service environment and was himself a Marine officer when very young. This early environment and training has, probably without Subject's being aware of it, caused him to expect of others a devotion to duty and self discipline which is rarely to be found. These high standards have caused Subject to discount to some degree the abilities of the clerical staff and, to a lesser degree, other junior personnel.
- i. A second weakness probably results from Subject's consistently successful career. He has, without any effort on his own part, frequently if not invariably found himself closely associated with "management" and regarded by the "management" as being unusually talented. This has caused him to expect his work to receive special attention which is not always warranted. When this does not happen, he tends to pout.
- 5. There is no question in the writer's mind but what Subject would be an outstanding addition to any office in the Agency. He has, as far as can be seen now, an unlimited growth potential. His minor faults will correct themselves with maturity and increasing experience.

THE TICKING TO PICTURE C

KAPOK .

#### 23 September 1953

- 1. Subject has completed a two-year tour at VOB and after home leave has returned here for another two years. Initially assigned to VOB under Embassy cover, Subject has now transferred to D/A civilian cover. Since his arrival in Vienna, Subject has come through a rather long apprenticeship wherein he was exposed to a variety of intelligence problems, including the organization of counter-intelligence files, the handling of two American deep cover agents, the training and mounting of an Hungarian border crosser, and the direction of an Austrian double agent. At this time, Subject is head of the Mission CE section. He has organized that section efficiently and has arranged the expeditious handling of routine CI problems. He is now propared to undertake more creative CE work.
- 2. Subject has a notably orderly mind, unusual intelligence, and a remarkable interest in his work. He is able to handle a variety of tasks at one time. Although Subject has had a variety of agent-handling experience, unfortunately, he has not had the opportunity to handle many agents. We intend to correct this in the next few months by having him handle a series of operations during the developmental stages. We believe this will give him the experience and depth necessary to support his already good theoretical knowledge. Subject is extremely well disciplined personally. Unfortunately and unrealistically, he sometimes expects other persons to have similar self-discipline. He also tends in other ways to disregard the human elements ever present in intelligence operations. However, there is no question in my mind but what additional experience will cure both of these very minor faults.
- 3. I have every reason to believe that Subject will be ready for important operational assignments either in Washington or in the field after another two years of field experience.

Morton 1. Woodley

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## CONFIDENT 1L STATUS AND EFFICIENCY REPORT

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# FILE COPY OF STANDARD FORM 56 "AGENCY CERTIFICATION OF INSURANCE STATUS— FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM"

on file with the Retirement Operations Branch,
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#### ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

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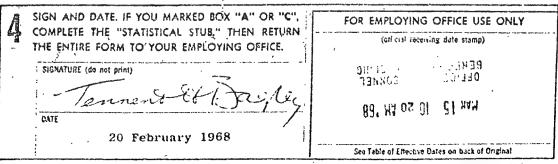
#### TO COMPLETE THIS FORM-

#### FOLLOW THESE GENERAL INSTRUCTIONS:

- · Read the back of the "Duplicate" carefully before you fill in the form.
- · Fill in BOTH COPIES of the form. Type or use ink.
- . Do not detach any part.

7	FILL IN THE IDE	NTIFYING INFORMA	TION BELOW	(please print or type):		*
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2	MARK AN "X" IN ONE OF	THE BOXES BELOW (do NOT mark more than one):
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	if you WANT BOTH optional and regular insurance (A)	I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.
	Mark here	DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE
	if you DO NOT WANT OPTIONAL but do want régular (B)	I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.
	insurance	
	Mark here	WAIVER OF LIFE INSURANCE COVERAGE
	if you WANT NEITHER regular nor optional insurance (C)	I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least I year after the effective date of this waiver and unless at the time. I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.



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\$7ANDARD FORM No. 176-7 IANUARY 1953 (for man only until April 14, 1964) 176-191

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CONFIDENTIAL (When Filled In)

#### MEMORANDUM OFUNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 29 August 1961.

Signature TENNENT BAGLEY

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AGREEMENT

ACREMENT rode this 20th day of May 151 effective the 25th day of May 19 51 by and between the
united States of America (hereinafter referred to as the Covernment), as represented by the Central Intelligence Agency, and Tennent H. Bayloy
(hereinafter referred to as the Lapleyee).

#### RI-CI TALS

- B. The imployee desires as an employee of the Covernment to serve CIA abroad under the supervision and control of the Assistant Director for Special Operations, CIA, (ADSO) and is willing to accept a designation in the Foreign Service Staff Corps with the obligations thereof.

In consideration of the premises, the mutual covenants and promises herein contained, and for other good and valuable considerations, the parties hereto agree as follows:

- ARTICLE 1. Relationship of Employee to the Department of State. The Employee, in so for an possible, shall ablde by all the rules, regulations, and customs of the Foreign Corvice of the United States which affect personnel of the Foreign Service Staff Corps in order to appear as a normal member of the Foreign Service establishment.
- 1. The Employee chall rigidly comply with the provisions of Title X, Part A of the Foreign Service Act of 19hó, prohibiting officers and employees of the Foreign Service from:
  - (a) bearing uniforms;
  - (b) Accepting presents from Foreign governments;
  - (c) engaging in business abroad;
  - (d) Correspondence on arfairs of forcign, overmoents;
  - (e) Political, racial, religious, or color discrimination.
- 2. The Chief of the Foreign Service establishment and certain other key members of his starf will know about the apployed's status and relation—ship under the terms of the Tot SIGR. T agreement between the Beputtment of State and ClA. Other personnel may discover that there are certain irregularities in travel orders, position numbers, pay accounts, and other internal administrative procedures of the Foreign Service. Hevertheless, the imployed shall not divulge his relationship to CIA except with the expressed approval of the ADSO. While serving abroad, he shall for normal administration be under the control of the Chief of the Foreign Service establishment to which he is attached, but for operations, Including travel as specified below, he shall be under the control of CIA.

- 3. The travel of the Employee shall be coverned as follows:
- (a) For temporary duty outside the continental limits of the United States within or beyond the E ployee's stipulated area, he shall perform CIA operational travel as directed by the ANSO or his designed with the consent of the Chiefs of the Forei, n Service establishment involved. TDY travel customary and necessary in the performance of routine Foreign Service Staff functions may be performed without clearance from the ADSO.
- (b) For any travel to the United States, either temporary duty or permanent change of station, the Employee shall travel only at the direction of the ADSO after clearance has been arranged through the State Department in Washington.
- (c) All travel will be directed and performed in accordance with Fereign Service rules and regulations.
- 4. Although the Employee's Foreign Service Staff Corps title, location, appointment, Foreign Service class, and other pertinent information may be published in the Foreign Service list and other publications of the Department of State, such listings shall not affect his employment and the obligations and duties stipulated in this contract.
- 5. All payments to be made under this contract, including reinbursement for travel expenses, shall be made to the Employee by the Department of State except payments referred to in ARTIGES II, Section 4.

ARTICLE II. Relationship of Employee to CIA. Although for all intents and purposes it will appear as though the Employee is employed by the Department of State as indicated in ARTICLE I above, he shall in fact be employed by and under the operational control of CIA. In so far as possible, he will be expected to abide by the rules, regulations, customary practices, and courtesies of the Foreign Service, but his ultimate responsibility will be to CIA. In the event of any conflict of authority in the rield between the Department of State and CIA, the matter shall be referred to the ADSO for resolution.

- 1. The lime of authority for the Employee shall be as follows:
  - (a) Sanior Representative of OSO at Foreign Service establishment,
  - (b) GSO Foreign Branch Chief in Washington.
  - (c) Chief of Uperations, OSO.
  - (d) ADSO
  - (e) Director of CIA.
- 2. All travel shall be directed by the ANSO in accordance with ARTIGLE I; Section 3. The Employee shall request appropriate Foreign Service clearance for travel through the Senior OSO Representative at the Foreign Service establishment, who shall be responsible for arranging such clearance.
- 3. It is understood and agrood that the Employee's overseas assignment is to be for a minimum period of two years from the date of his arrival at his overseas post of duty, unless terminated by the Government for its convenience. If the assignment is terminated in less than twenty-four months at the Employee's request, the following shall prevail:

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公司,他们是一个人,他们是一个人,他们是一个人,他们们是一个人,他们们是一个人,他们们们是一个人,他们们们们们们们的一个人,他们们们们们们们们们们们们们们们们们

(a) If the Employee resigns in last than twelve months from the date of his arrival at his overseas post of duty, he shall reimburse CIA for all travel expenses involved in the transportation of himself, his immediate family, household goods, and personal effects to the foreign station, and pay all such expenses for return to the United States. Such expenses for return to the United States and amounts expended by the Government on account of such travel and transportation shall be considered a debt due by the Employee to the United States.

(b) If the Employee desires to terminate between the twelfth and twenty-fourth months from the date of his arrival at his overseas post of duty, he shall pay all expenses for the travel and transportation of himself, his immediate family, household goods, and personal effects to the United States.

h. If doored necessary by CIA, the Employee may be reimbursed or advanced funds for operational expenses. Such amounts must be advanced or reimbursement made in accordance with CIA regulations, which require a full accounting of the amounts expended by the Employee. Therefore, the Employee will be required to account fully for any such funds advanced or reimbursed in accordance with CIA regulations.

ARTICLE III. Overseas Allowances and Transportation Expenses. When specifically sutherized by the AECO, the expenses of travel and transportation of the Employee, his irrediate family, household goods and effects, including personally camed automabile and other allowances, will be paid the Employee in accordance with the Foreign Service Act of 1946 and regulations issued there-under by the Department of State. When authorized by the AECO, the Employee shall be paid a quarters allowance, cost of living allowance, or special foreign living allowance is act of 1946 and regulations issued thereunder. The amount of quarters and cost of living allowances and the special foreign living allowance is set forth in Eureau of the Budget Circular AEC, which is amended periodically to reflect adjustments in price indexes. Therefore, such allowances will be subject to change, and the amounts paid will vary according to Budget Circular AEC.

ARTICLE IV. Annual and Sick Leave. The Employee shall be permitted annual leave, sick leave, and leave of absence in accordance with Title IX, Part D of the Foreign Corvice Act of 1956. Under such Act, the Employee may be granted not to exceed sixty calendar days annual leave of absence with pay in each year. Annual leave which the Employee may receive and which is not used in any cas year shall be accumulated for succeeding years until it totals 180 days. Six leave with pay may be granted to the Employee at the rate of lifteen calendar days each calendar year and may be accumulated for succeeding years until it totals 120 days.

In If the Employee is transferred from another Government Agency to this position, any annual or sick leave standing to his credit in such agency, may be transferred, if appropriate, in accordance with E.O. 9837, 27 March 1917 issued present to Section 935 of the Foreign Service Act of 1946.

ARTICLE V. Return to the United States. The Employee shall be ordered to the United States on leave of absence or permanent change of station upon completion of two years continuous service abroad or as soon as possible thereafter.

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ARTICLE VI. Retirement: The Employee occupies a position within the purview of the Givil Gervice Satirement Act. Georgianly, deductions shall be made at the rate provided of law (precently 65) from the Employee's basis salary and placed in the Civil Fervice Retirement Func. The Imployee may not avail himself of the provisions of the Foreign Service Retirement and Pisability System, provided for in Title VIII of the Foreign Fervice Act of 1916.

ARTICLE VII. Modical Care and Mospitalization. In the event of illness or injury to the Employee requiring hospitalization not the result of vicious labits, intemperance, or misconduct on his part, and incurred in the line of d ty while assigned a read, the expenses of transment of such illness or injury at a suitable hospital or clinic, and transportation expenses to such hospital or clinic may be yield by the Government in accordance with Title IX, Part E of the Foreign Service Act of 126. Under appropriate regulations, a physical examination of the Employee will be made, together with necessary inoculations, or vaccinations, or the expense thereof will be paid to the Employee.

1. In the event of the de th or disability of the Imployee, the Daployee or his dependents shall be afforded the benefits of the United States Implayees' Compensation /et of 7 Centember 1216, as amonded.

A"TICLL II". Equipment. The Employee may be furnished technical equipment ind supplies to applie in the rendition of services hereunder, including an automobile where necessary. The Employee shall be responsible for such equipment ind supplies issued to him by CIA in accordance with CIA Property Regulations. "Il such material shall remain the property of the Government regardless of any apparently conflicting ownership or the manner of registrations.

"TIGHE IV. Salery. The Employee shall receive a basic salary of the 200 cores of per year in accordance with Section 115 of the Foreign Sarvice Act of 126. In-class promotions shall be granted to the Employee in accordance with regulations established in the Department of State pursuant to Title VI, Part E, Section 662 of the Foreign Service Act of 1966. Other changes in status will be made only as specifically authorized by the ADSO.

AMTICLY X. Continuouse of Pay and Allowances. If the Employee is determined by GIA to be assent in a status of "Missing", "Missing in Action", "Intermed in a Mouthal Country", "Captured by an Themy", "Beleaguered", or "Beseiged" he shall for the period be is determined to be in any such status be entitled to receive or to have credited to his account the same pay and allowances to which he was entitled at the beginning of such period of alsence. Continuouse of pay and allowances as specified above shall be as prescribed in the Missing Persons of of PAI2 (50 U.S.C.A. App 1001-1015, 7 March 1912).

ARTICLE XI. General. The Employee shall comply with the following provisions, and violation thereof 'y the Employee shall be deemed a breach of this contract.

- I. In participating in the program and activities of any private organization, the Employee shall make it clear that the Department of State has no official connection with such organization and that it does not sponder or sanction the viewpoints which he may express. In general, his relations with private organizations shall be governed by applicable Forcign Service Regulations.
- 2. Neither the Employee nor the members of his family shall act as correspondents for American or foreign newspapers, press syndicates, or estomations unless execual authorization has been obtained in advance from the ANSO. He shall not write for publication any article or other manuscript on political or controversial subjects. Articles of manuscripts on nonpolitical or noncontroversial subjects thell be submitted to the ANSO for review and approval prior to their submission to a publisher.
- 3. Neither the Employee nor members of his family shall correspond privately on personnel or other official matters with members of Congress, or officers in the Department of State, CIA, or other Governmental agencies.
- h. Nembers of the Employees' family shall not be employed in the same Foreign Service office except during grave emergencie: or when special authorization has been obtained in advance of employment from both the Department of Etate and CIA.
- 5. Before contracting marriage with a person of foreign nationality, the Employee shall request and obtain permission from the appropriate officials in both the Department of State and cia. Any such narriage with an alien without obtaining advance permission shall be deemed a breach of this contract and shall result in termination of service with the Government.
- 6. In the event the Employee desires to resign from the service oversess, he shall submit a written resignation addressed to the ADSO, who will take appropriate steps to clear the matter with the Department of State.

ARTICLE XII. Security. This contract contains inform tion affecting the national defense of the United States within the meaning of the Espionage Act (50 U.S.C. 31 and 32, as amended). Its transmission or the revelation of its contents in any manner to an unauthorized person is prohibited by law. Violation of this ARTICLE or any security agreement signed by the Employee with the Government shall result in immediate desciplinary action, which may include suspension separation from Government service, and may subject the Employee to criminal prosecution under the Espionage Act.

- 1. The termination of this contract will not release the Employee from the provisions of any security oaths which he may be required to take by Cir.
- 2. The Employee shall not publish, transmit, or divulge in any manner, information received by him as the result of his employment by the Government under this contract without specific written authority from the Director, CIA.

ARTICLE XIII. Orders and Directives, Orders and Directives received by the Employee from competent authority, including instructions received in briefing and training, shall be complied with by the Employee. No promises or commitments to the Employee of any nature whatsoever, beyond and in addition to the terms hereof, shall be binding on the Government unless and until such promise or commitment is reduced to writing and approved by an authorized official of CIA, and such writing placed with this contract thereby becoming an amendment hereto.

ARTICLE XIV. Amendments. The Government may at any time amend this contract and may terminate this contract upon thirty day prior natice to the Employee. If the Government proposes to amend this contract by reducing the salary provided for in ARTICLE II (including class promotions, or other authorized in reases, if any) and such reduction is unacceptable to the Employee, resignation by the Employee for such reason shall be considered as a termination of this contract for the convenience of the Government. Where the Employee is directed to proceed to a new post on a permanent change of station by the ADEO, this contract will be deemed to have been amended to the extent of such change.

ARTICLE XV. Special provisions. The following special provisions shall apply to the Puployce under this contract.

Part (a) of Section 3 of ARTICLE II shall not apply to employees who have served in a departmental position with CIA or who have served an overseas tour of duty with CIA, and in such case, part (b) of Section 3 of ANTICLE II shall be deemed amended to read as follows: "(b) If the Employee desires to terminate or return to the United States prior to the expiration of twenty-four months from the date of his arrival at his overseas post of duty, he shall pay all expenses for the travel and transportation of himself, his immediate family, household goods and personal effects to the United States".

ARTICLE IX does not apply. The employee shall receive an annual salary of \$1,600.00 (08-9), and, during the period of official duty overseas shall receive allowances based on such annual salary (including subsequent increases) computed in accordance with applicable Foreign Service Regulations. Imitially, the sum of \$4,290.00 per amoum (FSS-9) (Plus in-class or class promotions) plus appropriate allowances based on this amount will be paid to employee directly by the Department of State. The difference between the nuthorized CIA salary and the colary paid by the repartment of State, plus the difference, if any, between allowances based on the authorized CIA salary and the allowances based on salary payments by the Department of State and paid by them; shall be paid to the employee in accordance with his written instructions.

A lump sum payment for annual leave is to be paid up to Sick leave is to be held in secrow until cuch time as subject reverts back to 08-Status, at witch time, accrued cick leave will be eredited.

In the event any of the provisions in this Article are inconsistent with the provisions of any other Article in this contract, the provisions of this /rticle XV, shall govern and be determinative of the rights and obligations under this contract.

UNITED STATES OF MISSICA

Chicf. Personnel Divicion, C. Accistant

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#### TRAINING EVALUATION

the official to whom this report is entrusted is consily responsible for it. Although he may within his discretion show it to other members of his staff, the 2. The report summerizes the findings, observations, and opinions of the various instructors during the course listed only, with no reference to other facts or findings shout the students. Nore complete data is available in the files of the Training Division and may be examined after contasting the Records and Schoduling Officer.

Cormany

STUDENT'S NAME _	Tennent Harrington Pacley	DATE OF REPORT 8 December 19	950
• .	Advanced Operations - XI	DIVISION	Age 25 Grade GS-9
TRAINING PERIOD	30 October - 1 December 1950	PROJECTED ASSIGNMENT Intolling	nco Officer

1. PERFORMANCE RECORD. The following grades show the achievement of the student in alass problems one examinations. The total possible acore is broken down to indicate the relative weighting of various factors. The overall adjectival rating is based on the following scales: 0 to 398 unsatisfactory; 60 to 798 tetlafactory; 60 to 898

			forsible Score	Achieved Score
PACTS	111	Comprehension of mission of 050	. 1403	36
	121	Comprehension of mission of OPC	- 6401	36
	131	Comprehension of operational procedures	. (25)	- 22
	141	Comprehension of operational policy	. (291	24
	151	USER and Communish (clandestine especta)	. 1201	-18
SHILLS	161	Evaluation of operational data	. 1301	27
	(7)	Operational planning		26
. E	(6)	Operational mechanics	1301	. 28
		Personality analysis		27
(3	101	Personality manipulation	-, -1301	29
		TOTAL	13901	273

Overall adjectival rating . Superior (91%)

2. TRAIT CHARACTERISTICS RECORD. The following indicates the various personality traits as observed by the Instructors during the training period. The observations include the student's participation and conduct in training as well as his reactions to various problems and situations. A egale of 9 to 10 is used, 0 indicating that the trait has not been observed, the fower numbers indicating below average, and the higher indicating above average.

	٠.	-	•		•	Pating
123	Ability to	o gat along and	work mith	people		9
(2)	Abfiley to	o grasp Instruct	lone			
					· · · · · · · · · · ·	
(4)	Industriau	ioness i .			·	10
153	Practical	Intelligence .			• • • • • • • • •	8
161	Astutoness					7
					• • • • • • • • • • •	
161	Effectiven	*** * * * * * *		*****		9
191	Stability					. 8
1191	initiative				<i></i>	
(11 <i>)</i>	imagination					· - ź
1121	Aplilty to	handle and dire	et people		<i></i>	· 8

CONNECT: - tranbarused only in cases of outstanding strengths or mesanesses!

(See back of page)

CHIEF. DOK RES

Dist:

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Chief, FDM STB

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Files

SECRET

FORM #0. 51-88

It is worthy of note that Mr. Ragley is the third student to be rated Superior since the initiation of the ACC.

12 Doccuber 1950

MEMORALDUM TO: Chief, FDM

PROB

: Chiof, TRD

FORLEUS:

" Mr. Tonnent Harrington Bagley

1. It is with pleasure that the instructors and staff of ThD command hir. Tennent Harrington Bagley on his outstanding performance throughout the period of his training.

2. It is felt by the above mentioned officers that he is the type of individual which can contribute greatly to the mission of GLA.

N. R. PZEAS Chief, TRD

3 de 1

STANDARD FORM 61 (STANDED APPLE, 1988)
PROMULGATED BY CIVIL STANCE COMMISSION
CHAPTER AS FEDERAL PROCESSES, MANUAL

CIA

## APPOINTMENT AFFIDAVITS

IMPORTANT—Before swearing to these appointment affidavits, you should read and understand the attached information for appointee

ADVISORY COUNCIL

RASHINGTON, D. C.

(De)	ertenent or semicij)		(Bureou or dividon)		Place of employmen	9
I	Harrington	Bagley		, do solemnly	swear (or affi	rm) that
A. DATH OF OFFIC	Ė	•				
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B. AFFIDAVIT AS 1	O SUBVERSIVE	E ACTIVITY A	ND AFFILIATION			
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C, AFFIDAVIT AS T I am not enga so engage while as an organization of of the United Stat an organization.	ged in any strain employee of Government	ike against the Govern employees t	he Government ment of the Un hat asserts the	of the Unite ited States; right to strii	that I am no ke against th	t a member of e Government
D. AFFIDAVIT AS T	n PHRCHASE	ND SALE OF	COEFINE			•
•	d, or offered o	r promised t	o pay, any mone		ning of value	to any person,
E. AFFIDAVIT AS TO	DECLARATIO	N OF APPOI	NTEE		â	
The answers datedwhich I have revietion of Appointee	contained in 11 May 1950 wed, are true	my Applica , 19, and correct a	ntion for Federa filed with the is of this date wi	above-name ith the excep	d departme tions noted i	nt or agency; n the Declara-
of Appointee.)	, -			The Chippeners	of appropries	ulez:
Subscribed and swor	n before me th	is 24th	day of	July		A. D. 19.50
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[8:	ZAL] ·	•		MYZ C	of officer)	
		<u>,</u>		(Tink	t)	
NOTE.—If the oath	is taken befor	e a Notary P	ublic the date o	f expiration	of his comm	ission should

#### **DECLARATION OF APPOINTEE**

This form is to be completed before entrance on duty. Question 3 is to be answered in all cases, otherwise answer only those questions which require an answer different from that given to the corresponding questions on your application form. If no answers are different, write "NONE" in Item 10, below. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersynation is a criminal offense and will be prosecuted accordingly.

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ARE YOU IN OFFICIAL OR EMPLOYER OF ANY STATE, TO BURGOPAUTY! If your access is "Yes", give details in Ite			\			***********		*******
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sycultans ran walk nime constitute value Give in each case: (1) The date; (2) the nat providering; (3) the name and location of penalty imposed, if any, or other disposi- li appointed, your angesprints will be tak-	s under Item 10 urn of the offense the court: (4) the					************		**.

#### INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foresting entitlests is made shall determine to the own authorities that this appointment want be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations end agts of Congress persising to appointment.

Thes form should be checked for holding of office, pension, suitability in connecting with any record of secent discharge or arrest, and particularly for the following.

(1) Identify of appointee.—The appointer's signature and handwriting age to an compared with the application and a coince perturbate papers. The physical appearance may be checked against the medical certificate. The appearance may also be questioned on his personal history for agreement with his previous retrievents.

(2) Age —if definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Uctil said determination is made, the appointment hay not be consummated. (3) Citizenship.— The appointing officer is responsible for observing the crossnah. provisions of (1) the Civil Service Rules, and (2) appropriation acts Found 1 constitutes on affidivit for both purposes and is acceptable proof of crossnahing status in the absence of conflicting evidence. In doubtful cases the constitute office of the Civil Service Committee Germans has been secured from the Committee office of the Civil Service Committee office of the Civil Service Committee.

(4) Mombaro of Famili. "Section 9 of the Civil Service Act provides the whenever there are already two or more members of a family acrony undependent on the production of permanent appointment in the competitive arrive, no other member of such family is eligible for productional or permanent appointment in the competitive arrive. The appointments of persons entitled to veteral perference are not subject to this requirement. The members-of-family provision does not apply to temporary appointments. Doubtful cases may be referred to the appropriate office of the first Service Commension for decision.

9. 4. GENERALIN PRINTING STACE 13-55100-1

#### CENTRAL INTELLIGENCE AGENCY 2430 E STREET NW. WASHINGTON 25. D. C.

24 July 1950

Dear Mr. Tennent H. Bagley:

1. This is to notify you that the United States Covernment as represented by the Central Intelligence Agency, has accepted your employment effective. 24 July 1950. .

Position:

Intelligence Officer

Base Salary:

GS-9,, \$4600.00 per annum

#### 2. You will be:

- a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.
- b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.
- c. If stationed outside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.
- 3. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six months from date of employment. In the event either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

4. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.

Official authorized to sign letters of

appointment

I accept the above agreement as a condi-

tion of my employment by CIA.

Employee

June 1948 51-105

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L EMPLOYEE NO	. 2. N	ME (CA	31-F1ES	T-HICOLD	:)	3. TYPE CH	NyE	L. LANGI	AGE	CATA F	9010=	10	TEST -
-	BAC	GLEY,	PENN <b>EN</b>	T H.		AMACC CHCHANGE DECLETE	COOR	LAN, CO	E R	W.	PS	U	1/1
LANGUAGE D	ATA AFTE	R FEST		6 DATE	TESTED	L CATE OF	PISTH	8 GRACE	9.	OFFIC	E OB	DIV	\$10N
LAN. CODE R	WP	SU	I/T YEA	[	22/66	น/บ	<b>V</b> 25	16		SB		•	
			N O	TICE	TOP	ERSON	TES	TED					-
					WERE TESTER	) IK XI S		TUSCAN					
AND YOUR		RES ARE	AS FO		١	UNCERSTAN	(NAÌ	IE OF LAN	GUAGE		1 = 1	NTCR	HEDIA
AND YOUR	TEST SCO	RES ARE	AS FO	LLOws:	SPEARING		ian)		Q =	).'	F H	е ні	œin .
AND YOUR	TEST SCO	RES ARE	AS FO	LLOWS:	GODED FOR	UNTERSTAN	ian)	TEST	Q = Q	IERO SLIGH ELEMEI	T H	е ні	œin .
AND YOUR	TEST SCO	RES ARE	AS FO	LLOWS:	SPEANING CODED	UNCERSTAN I	ian)	TEST MATINGS 12, SIGN 13, LD M	Q = S = E	ieno su igh euemen	T H	е ні	œin .

	1	CRET	()	* 1	ŕ
1. PERBONNEL BERFAL NO. (1-6) 156043 LANGUA	GE PROFICIEN	CY AND AWA	RDS DATA	2. LDNO.	6
3. NAME (7.24) Tapley, Tennent H.		4. COMPONENT	3. GRADE	6. DATE OF BIRTH	1005
7. LANGUAGE	3. cook (25-27)	D. DATE OF TEST .	4.3	IKY. 11,	
French	20.5	Juna 18, 19	જે.	June 17,	1961
11. TEST PURPOSE 12.	TEST SCORE	SPEAKING (37) UNG		13. ELIGIBILITY	30)
GRILL I	- 5	F!	**************************************	AWARDABLE	NOT AWARDABLE
14. I CERTIFY THIS EMPLOYEE FOR AW		15.	TYPE OF A	WARD	
,	DATE	3 378 H	-н с	R:W·s	n - v
16. AMOUNT OF AWARD	\$ 303,00	17: I CERTIFY THAT FUN OBLIGATION REF, NO.	SIGNATUR		
18. FEDERAL TAX DEDUCTION	\$			•	
19: STATE/DC TAX DEDUCTION	\$	30. CHARGE ALLOTMENT	NQ.	DATE	
21. NET AMOUNT OF AWARD	\$	22. Employae Patrola	140		
33. FORWARD CHICK TO		24. ALLOTHINT OF ASSI	344881		
•		25. CHECK NO.	· · · · · · · · · · · · · · · · · · ·	DATE	

	بنم :	4	CRET				
1. PERSONNEL SERIAL NO. ( 1-6)	LANGU	AGE PROFICIEN		AWARDS	DATA	2. LD NO. 5079	) -
3. NAME (7-24)	**************************************	**************************************	4. CUMPON		GRAUE,	6. DATE OF SIRTH	
Bagley, Tonnent	Ħ,		53		14	Pay. 11,	1727
7. LANGUAGE	-	67 4	J. P. 16 ST	17, 1960	,	10. ANNIVERSARY	
11. 7557 PURPOSE 12.		TEST SCORI	9			13 ELIGIBILITY	(39)
AWARD READING (	341 WHITING 13		PPARING	(27) UNDERST	ANDING 126	AWARUABLE	MIT AWADIANI
14. I CERTIFY THIS EMPL	OYLE FOR AV	VARD	15.		TYPE OF A	WARD	
BIONATURE		DATE	A · M	8 · 1 · H	6	N.W.0	D. V
:		•	Á	0-1		1;	Ą
IL AMOUNT OF AWAR	D,	\$ 200,00	17, I CENTI	PY THAT FUNDS AT	PE AYAILA PLE SIGNATUR		
IB. FEDERAL TAX DEDU	ICTION	\$					
19. STATE/DC TAX DEDU	ICTION	\$	20. SHARG	E ALLUIMENT NO.		DATE -	
21. NET AMOUNT OF AV	VARD .	\$	22, septo	ee payroll ho.			
3. FORWARD CHECK TO			84, ALLOTS	ient of Abbionme	LIFT :		
	· · ·	. '	25. CHECK	10,		DATE	
ORM 1273 USE PREVIOUS ESITE	QRS	SEÇ	RET	· · · · · · · · · · · · · · · · · · ·	(10	MRD COP	Y

·	1	CRET	C's	,	
1. PERDONNAL DERIAL NO. (1-6) 15663 LANGUA		ICY AND AWA	RDS DATA	2. LD NO. COZY	•
Rantay, Tonnent H.	•	4. COMPONENT	S. GRACE	G. DATE OF BIRTH	- 3925
7. LANGUADE German	#, cop# (85-87) 운영국	B. DATE OF TERT JUNG 15, 19	රට	10. Anniversany of Junes 17,	ATE (28.23)
11. TEST PURPOSE 12. AWARD HEADING (34) WRITING (31)	54	FS 5/ SPEAKING (37) WHE	erstanbing (38 II-	13 ELIGIBILITY	
14. I GERTIFY THIS EMPLOYEE FOR AW	ARD .	15. A+M R-1 3 3+2 M I	TYPEOPA	WARD R.W.B	0 · V
16. AMOUNT OF AWARD	\$, 300,00	17. I CERTIFY THAT FUN OBLIGATION REF. NO.	RUTAHDIB		
9. STATE/DC JAX DEDUCTION	\$ .	20. CHARGE ALLOTHEN	тно.	DAYE	
I. NET AMOUNT OF AWARD	\$	22 EMPLOYEE PAYROLL	-		
		25. CH€CK NO.		DATE	
RM 1273 USE PREVIOUS EDITIONS	SEC	RET	110-	49) MRD COPY	,

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5/	PERSONAL	. HISTORY STATEME	nt <		30 11	ily 1957
		11	STRUCTIONS			
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SECTION I			GENERAL	<u> </u>		
1. FULL NAME (LOSI-F	-			Harrington	· · · · · · · · · · · · · · · · · · ·	
E. CURRENT ADDRESS (	vo., Street, City	, Zone, State)	3. PERI	MARENT ADDRESS	(No., Street, City	. Zone, State)
Route I, Box 30	55, Vienna, V	'irginia	- 272	21 Glenwick	Place, La Jol	la, Califor
4. none telephone non DUnicirk 5-9713	19ER .		iitony, Pos rginia	SESSION OR COUR	ITRY THE MAICH YOU P	ON CLAIM RESID
SECTION 11		ERSON TO BE NOTIF		OF EMERGENCY		
Haria L.		Y REBIDING IN U.B.			2. RELATIONSHIP	
S. HOME ADDRESS (No.	Street, City, 2	one, State, Countr	7).	I		
Route 4, I	305, Vien	na, Virginia			•.	
AND RESIDENCE C	No., Street, City	r. Zone, Státe, Co	untry). IND	ICATE NAME OF	FIRM OR EMPLOYER.	EF APPLICABLE
HOME TELEPHONE NUM DUNKLING 5-		O BUSINESS TE	LEPHONE NUM	DER	7. BOSINESS TELIPHI	one extension— A
NA ECTION 111			TAL STATUS			
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NAME	(first) Marku	(Widdle)		(Maiden) Lonyay	sea) SICAS	
DATE OF MARHIAGE		MARRIAGE (CII), S	táté, Count			*
16 June 1955-		na, Austria		,		
ADDRESS OF SPOUSE AL			Sinte, Com	ntry)		
Idnko Wienzeile		THE COLUMN TWO IS NOT THE OWNER, THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY O				
7. LIVING	8. DATE OF	1	CAUSE OF C	t ,	estille.	•
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Route 4, Box	365. Vienna,	Virginia		•	real are	. Chin
- DATE OF BIRTH	1-2- PLACE OF	BIRTH (CLIV. SIA)			A. Starne	1958
		ear Vienna, A			Ullus	MH 1958
ir bokn outside u.s		New York.			1 000	
. CITIZENSHIP (Countr		16- DATE ACQUIRED		WHERE ACQUIRED	(C. C. Cour	itry
Austrian		January 19	1	Vienna, Aus		
Rousewife		19. PRESINT EMPLO unsaployad, 1			lover, or at spous	ta deceased o
· LWPLOYER'S OR BUSIN	ESS ADDRESS (No.,	Street, City, St	ate. Counts	y)		
KA						

FORM HILLD USE PARTIOUS COLTIONS.

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<u> </u>	(Then filled in)		
	SECTION III CONTINUED FROM PAGE		
21. DATES OF MILITARY SERVICE O	F SPOUSE (From- And Fo- ) by MUNTH AND Y	EAR -	
ER BRANCH OF SERVICE	23 COUMTRY WI	TH BHICH WILLTARY SERVICE APP.	ILIATED
24. DETAILS OF OTHER GOVERNMENT	SERVICE, U.S. OR POPEICH		
NONE			
SECTION IN RELATIVES BY BL	OOD, MARRIAGE OR ADOPTION LIVING 48ROAD O	R MO ARE NOT U.S. CITIZENS	
1. FULL NAME (LAST-FIRST-MIC		2. RELATIONSHIP	3. AGE
INIVAY, Ernst T.		wife's father -	59
	(Linke Weinzeile 18, Vienna V.	I. Austria) 🔪 🐣 "	
8. CITIZENSHIP (Country)	. FREQUENCY OF CONTACT	7. DATE CLAST CO	NTACT
Austrian	wife's letter only - weekly		
TOTAL Charles		wife's mother	3. AGE
LONYAY, Charlot	N RELATIVE RESIDES	WITA-S MORIEL .	
Austria, Vienna		į .	
S. CITIZENSHIP (Country)	8. FREQUENCY OF CONTACT	7. DATE OF LAST CO	•
Austrian	wife's letter's - weekly	July 1	957
1. FULL NAME (Last-Pirat-Widd		2. RELATIONSHIP	. 3. AGE
LONYAY, Ludwig (		wife's brother	. 19
Austria, Vienna	್ ಗಟ್ಟಾಗುತ್ತದೆ ಪ್ರವಾಶಕ್ಕೆ	•	
B. CIFIZENSHIP (Country)	4: EMEGNENCA OR CONTACT	7. DATE OF LAST CON	TSATI
Austrian	infrequent letter contact	July 1957	
1. FULL HAME (Last-First-Midd		z. assationania wife's brother	3. AGE
LONYAY, Alexande		wyle.e cloruet	1 ,
Austria, Vienna	HELATIVE RESIDES		
B. CITIZINSHIP (Country)	8. FREQUENCY OF CONTACT	7. DATE OF LAST CON	TACT
Avetrian	, None except through mother	. NA	
There is also an respectively in	uncle, an aunt, and a grandmoth Romo, Paris and Vienna. All has	her of my wife living we teen reported on in	•
the past.	-	,	
	_	•	
CTION V	FIBANCIAL STATUS		
THE YOU'ENTIRFLY DEPFNOENT ON YO		, 40 ,	
FITH U.S. CORPORATIONS OR BUSINE	ST'IN, OR OFFICIAL COMPECTION WITH, NON-U SSIS HAVING SURGIANTIAL FORLIGH INTERFORM TAILS ON A SEPARAFE SHEET AND ATTACH IN A	, S, COMPERATIONS OR GUSINESSE: I (ES / 40 IF ) SEÁLEO ENVELOPE.	S ON 14 OR YOU HAVE
LHSTON, OF COMPENSATION FOR MIC		GOVERNMENT UNOER AND RETIREMEN	IT ACT,
F YOU HAVE ANSWERED "YES" TO QU	ESTION 3 ABOVE, SIVE COMPLETE DETAILS.		İ
. •	97 A.	•	
THOUT REFERENCE TO YOUR SALARY	, STATE OTHER SUCRCES OF RECURRENT INCOME	NOT INDICATED BY PRICEOING IT	ENS,
	, IIA		
	SECTION V CONTINUED TO PAGE 3		
	SCORET		

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	SECTION	V CONTI	NUED F	RO	H PAGE	2			
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MAME OF INSTITUTIO	N					IODRESS (CIT	r. State.	Country	)
National Savings and Tr	ust Compar	v	'	1	Washii	ngton, D.(	<b>.</b>		
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<u>                                     </u>						· · · · · · · · · · · · · · · · · · ·	<del></del>		
-7. MAVE YOU EVER DEEN IN, OR PETITIONE	D FOR, BANKRU	PTCYF		$\neg$	Y F, \$	X No	1		
B, IF YOU HAVE ANSWERED "YES" TO QUEST	IOM 7 ABOVE.	OIVE PAR		AR S	, INCLU	DING COURT A	NO DATELS	,	
SECTION VI		ELTIZO	N SHIP	_					7
1: COUNTRY OF CURRENT CITIZENSHIP	2. C1112	EMBRIP A	COUINE		•	CK IN1 ONE:			<del>-</del> ,· · · ·
USA					*****	OF	* (Special	ונעו	,
PRESENT CITIZENSHIP? TO CHANGE YOUR	4- GIVE	PARTICUL NA.	ARS .			•			
S. IF YOU HAVE APPLIED FOR U.S. CITIZE	NAHIP, INDIC	ATE PRED	ENT ST	ATL	18 OF YO	OUR APPLICAT	ION (Firm)	papers.	• (c. )
SECTION VII		EDUC4	TION	_					
	HEÇK (X) HICH	IERS TEAN				- /			
EFRY THAN HINN SCHOOL SPAULATE				_		44 05 CDLLE		0 # # 2	
MICH SCHOOL GRACUATE					104.8 0				
THADS, SUSTAINS, ON COMMERCIAL SCHOOL	SE 'GRADUATE					T SEADING T			
THU YEARS COLLEGE OR LESS	·			_			Charton		
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NAME AND LOCATION OF COLLEGE OR UN	IVERSITY	MAJOR	MINU		PAR	ATTENDED TO	DEGREE	REC'D	COMPLETED (Specify)
Princeton University					1942	spr.h			2 som.
University of Southern C	alifórnin	Int.	Hist Pol:	t. Sc	1943-	44:46-47	VB	Jan li	also 1
University of Geneva, Sw	tzerland	Pol. Sci.			1947	1948	licen es se		118
(Graduate Institute of International Stud			,		,		pol.		
Same,		11			1948	1950	docto in po	rate L.sci.	 Jun 20
3	TRADE, COMMIN	-		IAL	1350 40				<u> </u>
HAME OF SCHOOL.	51667 0	R SPECIÂ	LIŽATI	ION		# 4 p W	FS ATTEND	ra ra	HOURS
lione									
								-	
MILITARY TRAINING (Full time duty in	specialized	schools	auch a	• 0	rdn.anc				s, etc.)
NAME OF SCHOOL	STUDY O	R SPECIA			1	Fenu	ATTEND	tn tn	TOTAL .
Officer Candidate School, U.S	. Marine C	lorps/			o, va tan:)	early by	sum	19r 415	16
(also boot camp, other in Sea School, San Diego	antry trai Sea duty	ning)				Aug 145	Ser	ot. 45	5
OTHER EDUCATIONAL TRAINING NOT INDICA	TED ABOVE	art	ante	bela				,	

SECTION VIII	GEOGRAPHIC AREA	KADM EDGE				: 7
1. 1167 BELGE ANY FORTION BEG	1945 OF COUNTRIES OF WHICH YOU		A 86 \$44	7 '07	AC 410Ch CE	TRAVEL
STUTTE OF MORE ASSISSMENT O	THER THAN ORGANIZATION EXPERIENT	E. UNDER COLUMN "TYPE C				
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HALL OF MEDICA OF COOLING		TRAVEL. ETC.	PENCE	THAVE	L STUDY	ASSI CH
	wellthool offorms	1		-		MENT
France, Switzerland	political affairs,	1926-28, 47-50	X	X	X	ì
Hest of Western Zurope				-	+	
and Central Europe	* **	1947-50		X	X	١.
HIN CHIEF STORE						
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2. INDICATE THE PURPOSE OF WIS	IT, RESIDENCE OR TRAVEL FOR EACH	OF THE REGIONS OR COUNT	RIES LI	187ED #	BOVE	-
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	11y in 20's; graduate st	usy and tourist tr	BAST 3	ın ot	ner	
areas, 15 <b>57-50</b> .						
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	NS OR COUNTRIES OF WHICH YOU HA	VE GAINEÓ KNOWLEDGE AS A	RESULT	OF OR	GANIZATION	,
ASSIGNMENT OF ACTIVITY			<u></u>	٠. ٠	<u>'</u>	
	Ŧ	DATES OF	KN	OWLFOR	E ACQUIRED	84.
HAME OF REGION OR COUTRY	TYPE OF SPECIALIZED KNOWLEDGE	RESIDENCE.	нос		FIELD	TRAIN-
		TRAVEL, ETC.	ASSIG	HMEHT	ASSIGNMENT	ING
to a to a to	political, economic,	1951-55		- }	X	ł
Austria	other	***************************************				
Germany, Exitaerlassi	t <del>t</del>	1951-56	X	- 1	X	1
Poland	H	1955-57 (Hgs on	ly) X	:		
				<del></del> }		
Hungary, Czechoslovski	, ·	study and operati		. 1.	ī	
nungary, openione		80014104 1421-21	<del> </del> ^		A	
			1	- 1		
SECTION IX	TYPING AND STENOGRA	HIC SKILLS				
. TYPING (#.P.H.) 12 2000 THAN	(W.P.H.) 3. SHOPTHAND	SYSTEM USED . CHECK IXI	APPRO	PRIATE	1779	
40	- GREGO SPECOMPITI		(Speci			
. INDICATE OTHER BUSINESS WACH	NES WITH WHICH YOU HAVE HAD UPE	RATING EXPERIENCE OR TRA	INING (	Compto	moter. Him	• • •
Braph, Card Funch, etc. ;	Коне				·	
SECTION X	SPECIAL QUALIFIC					
I. LIST ALL HORSTES AND SPORTS !	solf (fair), swimming (g	ACHYLLY PARTICIPATED.	INDICAT	L YOUR	PROFICIENT	CY
ternis (except	ROLL (LELLY, SATISFICIE /S	oody, choss (rail)	, Dr.L.	11:15	rarry	**
hunsing (fair),						
POSITION OR TYPE OF MORE	ATTOMS, RESULTING FROM EXPERIEN	CE OR TRAINING, WHICH MI	GHT FIT	YOU F	OR A PARTIC	CULAR
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<ul> <li>IF YOU ARE A LICENSED OR CLUT Larges, CPA, Medical Technical</li> </ul>	IFTED MEMBER OF ANY TRACE OR PRO	PESSION (FIIOT, BICCITIC LICENSE OR CERTIFICATE.	HAME OF	. :::::::	KS STATE.	AND
REGISTRY DUMBER, IF KOOMS.	•		4			
	· No					- 1
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<ul> <li>Exemple Professor And Organist (</li> </ul>	, , , , , , , , , , , , , , , , , , , ,		,		-	- 1

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•	<b>!</b> _	SECTION-X CONFIAUED FROM PAGE &
	7	LIST ANY SIGNIFICANT PUBLISHED WATERIALS OF WHICH YOU ARE THE AUTHOR (Po not submit copies unless requested). INCICATE TITLE, PUBLICATION DATE, AND TOPE OF WRITING (You faction, eclembilic articles, general interest subspects rivels, short storass, etc.)  AND DUDISHED
		International Protection of National Minorities, 1950 (book written/as doctoral dissertation)
	•	. INDICATE ANY DEVICES MICH YOU HAVE INVENTED AND STATE WHETHIR OR NOT THEY ARE PATENTED
		None.
	91	LIST ANY PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE
		None.
	10	D. LIST ANY PROFESSIONAL, ACADEMIC OR HONORARY ASSOCIATIONS OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A Member. List academic honors you have received.
		None.
۰		SECTION XI ORGANIZATION WORK EXPERIENCE - SINCE LAST COMPLETION OF A PERSONNEL QUALIFICATIONS QUESTIONNAIRE  1. INCLUSIVE DATES (From- and To-)   2. GRADE 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
1	•	
1	-	July 1950-June 1951. GS-9 Advisory Council and FDM German and Austrian Branches.
1		4. NO. DE EMPLOYEES UNDER YOUR DIRECT S. OFFICIAL POSITION TITLE DE CHICHOSE SUPERVISION O
۱	١	6. DESCRIPTION OF DUTIES
1		desk case officer and undergoing training and integration into State Dept.
ı		
		1. INCLUSIVE DATES (From- and To-) 2. GRADE 3. OFFICE/DIVISION/DRANCH OF ASSIGNMENT
I	-	July 1951 to September 1955   GS-12   FDM and EE Division, Austrian Station
		4. NO. OF EMPLOYEES UNDER YOUR DIRECT   S. OFFICIAL POSITION TITLE SUPERVISION 4-5   Case Officer and Chief, CE Austria
1	2	6. DESCRIPTION OF DUTIES
		Handling of Agents against Soviet, Satollite and Austrian targets; organizing and supervising CE activity in Vidnna; handling double agents; debriefing defectors from intelligence services; temporary work in audio and photographic aupport work.
-	_	1. INCLUSIVE DATES (FEOD- and FO-)   2. GRADE 3. DEFICE/DIVISION/BRANCH OF ASSIGNMENT
l	.	Variables of to date CS-13 rChief of Operations, Polish Branch
١		NO. OF FWPLOYEES UNDER YOUR DIRECT S. OFFICE POSITION TITLE Chief, CE Poland  SUPERVISION PLOUD 20
1	3	A OSCAPILATION
	İ	Organization, planning and supervision of world-wide operational activity against the Polish target. Lecturing to CE course in TRD. Organized tutorial course for
ı		the Polish target. Lecturing to the course in ins. Organized tutorial course for EE Division.
		1. INCLUSIVE DATES (From- and Fo-) 2. GRADE 3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
L		4. NO. OF EMPLOYEES UNDER YOUR DIRECT S. OFFICIAL POSITION, FITLE SUPERVISION
		6. DESCRIPTION OF DUTIES .
-		
	ľ	INCLUSIVE DATES (Prom- and To-) 2- GRADE J. OFFICE/DIVISION/BRANCH OF ASSIGNMENT .
5	1	4. NO. OF EMPLOYEES UNDER YOUR DIRECT S. OFFICIAL POSITION TITLE SUPERVISION
	4	DESCRIPTION OF DUTIES
		". (Use addstional pages if required)
_	-	SECRET
	•	5

		(Then Filled				
SECTION XII	<del></del>	LOREN AND OTHER				y-iz
<ol> <li>NUMBER OF CHILDREN (Include and adopted children) and a UNDER 21 YEARS OF ACE, AND SUPPORTING.</li> </ol>	ARE NOT SELF		THE IR THE THE IR THE	140 D! UPPD#	N YOU FOR AT	TS (Including spouse, stee, etc.):  LEAST 508 OF SEL VEARS  HEPORTING.
3. PROVIDE THE FOLLOWING INFO	MATION FOR ALL C	HILDREY AND DEPT	HDENTS		-	
· NAME	RELATIONSHIP	YEAR OF BIRTH	9 1		. ITIZENSHIP	ADDRESS
Christine Bagley	daughter	1957	,	x	ບຣ	Rt. 4 Box 365, Vienna,
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ADDITIONAL COMMENT AND/OR CONTI	BUATION OF PRECES	DING ITEMS	• •	,	į	
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DATE COMPLETED	SIGNATURE OF	FEMPLOYEE	·			
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1	56.043		· U	NGUAGI	E DATA RE	CORD		
			PART I-GENI	ERAL				
I. NAME	(Last-First-Widdl	é)	(7-24)			2 DATE OF BIRT		₹5·301
	BAGLEY	, Tenn	ent Hari	ing t	on	Nov.	11	1925
2. 1000	1446 (	ğı- <b>3</b> 9)	4. TODAY'S DATE	124	391	3		
	ETALIAN	373	JUNE	17	1957		NO PROF	LAN QUASE
			PART I !-LANGUAG	E D.DE	NTS,			
SECTION	Α,	·	Reading	(40)	•	y	٠,	· · · · · · · · · · · · · · · · · · ·
1. 8	CAN READ TEXTS OF	ANY DIFFICULTY.	ÓF A GENERAL NATUR	E OR IN	FIELDS I AM	FAMILIAR WITH, U	SING THE	DICTIONARY
	CAN READ TEXTS OF CTIONARY OCCASIONA		IFFICULTY, OF A GEN	IERAL NA	TURE OR IN F	TELOS 1 AM FAMIL	IAR WITH,	USING THE
	CAN READ TEXTS OF	AVERAGE DIFFICUL	TV (newspapers, rel	ference s	esterials. o	ec.). USING THE	DICTIONAR	Υ
પ્રદા	CAN READ SIMPLE TE	XTS. SUCH AS STA	FET SIGNS, NEWSPAPE	R HEADLI	INES, ETC.,	USING THE DICTIO	ARY FREQ	UENTLY.
5. 1	HAVE NO READING AS	ILITY IN THE LAND	GUAGE.					
ECTICA	8.		Writing (	(41)				
1- en	RITE FACTUAL NARPATATIVE STYLE. USING	IVE AND EXPOSITOR THE DICTIONARY OF	ILAR' SIMPLE WATERIA	L WITH C	CLARITY, W	I'TH VERY FEW 49AI	MATICAL DIGITAL	FRHQRS, IN
			VE AND FXPOSITORY W BE NATIVE, USING T				H FEN CR	AMMATICAL
3- 85.			LAR SIMPLE MATERIAL ERRORS AND 111 ÖBY					
1.) 1 Buy	CAN BRITE PERSONAL F WITH MANY GRAMMAT	LEFTERS AND SIMI TICAL ENRORS AND	LAR SIMPLE MATERIAL IN A VERY FOREIGY,	L. WE'H AWKWARD	REASONABLE S STYLE, USIA	SUCCESS IN CONVER	ING MY ME FREQUENT	ANING, LY.
5. 1 C	CANNOT BRITE IN THE	E LANGUAGE.				٠,		
ECTION (	ç.		Pronunciatio	n (42)				
1. NY	PROBUNCIATION, 13 M	ATIVE.				· · ·		
2. 10.1	PLE NATIVES CAN DET	FECT AN ACCENT IN	MY PROMUNCIATION T	HEV HAVE	C NO DÍFFICU	LTY UNDERSTANGIN	s 46.	
3. WY	PRONUNCIATION IS O	BVIOUSLY FOREICH	. BUT ONLY MARELY C	inara DI	IFFICULTY FO	PENATIVES TO UND	ERSTAND.	
المَا أَنَّ	PRONUNCIATION IS O	CCASIONALLY DIFF	ICULT FOR NATIVES T	G .180145	TAND.			1
5- 1-	AVE NO SKILL IN PR	ONUNCIATION.		: .				-
		,	CONTINUE ON REVE	RSE'S ID	3			

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		( Break Litt					
156043		٠ .	ANGUAGI	DATA RE	CORD		•
		PART 1-GEN	EBAL				
1. none (Last-First-Widdle	)	(7-24)			2. DATE OF BIRTS		25-341
BAGLEY,	TENNENT	HAARING TOU			Nov.	11	1926
3. Language : 13	. 391	4. FORAT'S CATE	134	* 39)	3.		
German	243	June	17	1957		ND PROF.	LANGUAGE
		PART II-LANGUA	et printi	173		•	
SECTION A.		Reading	(40)				
I CAM READ TEXTS OF A	NY DIFFICULTY, Ò	F A GENERAL WATER	E OR IN	FIELDS I AM	FAMILIAR WITH, US	ING THE	DICTISAR
2. 1 CAN READ TEXTS OF M		FFICULTY, OF A GE	NERAL NA	TURE OR IN F	IELOS I AM FAMILE	AN B110.	UE144 8MI
3. I CAN READ TEXTS OF A	VERAGE DIFFICULT	y (newspapers, re	ference a	aterials, s	fe. ), USING THE D	CTTOWAR	y :
' 40" I CÂN ŘEAD SIMPLE YEX	TS, BUCH AS STREE	ET SIGNS, NEWSPAP	ER MEADLE	NES, ETC.,	USING THE DICTION	lav tato	ufatha.
5. I HAVE NO READENG ADE	LITY IN THE LANGE	JAGE.			•	4	
SECTION B.		Writing	(41)				
I CAN WRITE PERSONAL  THRETE FACTUAL NARRATI  HATIVE STYLE, USING TO	VE TAND EXPOSITS .	MATERIAL BETH #					
2. CAN SRITE PERSONAL I RARELY, I CAN WRITE I ERRORS, BUT IN A STYLE	FACTUAL NARBATIVE	AND FRPOSITORY V	PATERIAL	WITH REASON	ABLE CLASSITY, WITH	CTIONARY Fia GR	r oger Amerikateri
1 CAN WRITE PERSONAL L 3. BUT WITH OCCASIONAL MI OCCASIONALLY.	ETTERS AND SEMIL HOR GRAUMATICAL	ABO A4 DNV CKOBAS	L, WITH I	HEASONABLE S Treign, Awar	UCCESS IN CONVEYES ARD STYLE, USING	HE DIET	19195, 1091FY
4. E CAN WRITE PERSONAL L BUT WITH MANY GRAMMATI	ETTERS AND TIMEL CAL ERRORS 449 \$	AR SIMPLE MATERIA N A YERY FOREIGN.	AWK#ARD	REASONABLE 5 STYLE, USIN	UCCESS IN CONVEYE G INC DICTIONARY	VA MY ME FREQUENT	AUTUU, LY,
5. I CANNOT WHITE IN THE	LANGUAGE.	,			* 4		4
SECTION C.		Pronunciation	n (42)			~~~	
1. MY PRONUNCIATION 13 NA	TIVE.			•			_
PHILE NAFIVES CAN DÉTE			THEY HAY!		LTY UNDERSTANDING		
3.) MT PROMUNCIATION IS GO	AIGNZFA ŁOGEICA'				R NATIVES TO UNDER	STAND.	
45 WY PROMUNCIATION IS OCC	ASTONALLY DIFFIC	COLT FOR NATIVET	': tx:5-,	TASS.			
5. I have no saill in Prox	ILNCIATION				•		
	(	CONTINUE ON REVI	ASS SID	Ε .			
3 BM 10 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1							

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CONTINUATION OF PART II-LANGUAGE ELEMENTS
SECTION D. Speaking (43)
1. I SPEAR PEUPATEV AND ACCURATELY IN ALL GRACTICAL AND GOCIAL SETUATIONS: 1 CONVERSE PREELY AND INCOMMENTICALLY
2. SPEAR FLUENTLY AND ACCUPATELY IN DIAMLY ALL PRACTICAL AND SOCIAL SITUATIONS: I CAN CONTERSE IN MOST FIELDS.  RITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAVINGS, LITERARY QUOTATIONS, AND COMMON PRIVILEDS.
3. I GET ALONG WHITE BELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN FARTICULAR FIELD
4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
S. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.
SECTION E. Understanding (44)
. I UNDERSTÄND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE: I UNDERSTAND BEARLY EVERYTHING I MEAR ON THE RADIG AND AT THE MOVIES, PLAYS, AND LECTURES.
1 UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS. BOTH FACE-TO-FACE AND ON THE TELEPHONE: 1 UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JONES AND PUMS.
I UNDERSTAND REARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELE- 3. Phone: I understand much of Bhaf & Hear on the Radio, and at the Movies, Plays, and Lectures.
4. I UNDERSTAND THE TIMPLEST CONVERSATION, BOIN FACE-TO-FACE AND BY THE TELEPHONE: I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
5. I AM NOT ABLE TO UNDERSTAND THE SPOPEN LANGUAGE.
BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.
PART 111-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)
1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.
2. I HAVE HAD EXPERIENCE AS AN INTEMPRETER,
3. DOTH OF THE ADOVE STATEMENTS APPLY,
4. NONE OF THE ABOVE STATEMENTS APPLY.
PART IV-CERTIFICATION
I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF.  THIS CERTIFICATION CONSTITUTES MY, PPPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UDGES THE TERMS OF REGULATION NO. 25-115. PAR. IC(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICERICY TEST DEFORE I BECOME ELIGIBLE FOR AN ABARD. AND THAT INDESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE, ABARDS WILL BE COMPLETING THIS FORM.
17 June 1951 Tennent & Bagley.
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156043	420	LANGUAGE DATA RE	CORD		
-	PART 1-	EREPAL			
I. HAME (Lest-First-Widdle)	(7-24)		2. DATE OF BISTM		12-301
BAGLEY,	Tennent Harri	ngton	No 1.	"	1925
FRENCH	265 JUNE	17 1957			ETERCY LAW OUAGE
	PÁRT I-I-LANG	UIGE ELEMENTS			
SECTION A.	Readi	ng (40)			
ONLY MARELY.	IV DIFFICULTY, OF A GENERAL WAS	UPE OR IN FIFEDS I AM	FAMILIAN WITH, US	ING THE	DICTIONARY
2. I CAN READ TEXTS OF MO	DST GRADES OF DIFFIGULTY, OR A	CENERAL GATURE OR IN F	IELOS I AN FAMILIA	AP #174;	USING THE
3. FREQUENTLY.	ERAGE DIFFICULTY (************************************	reterence neteriels, e	te.). USING THE EI	CTFOOAT	. ` `
4. I CAN BEAD SIMPLE TEXT	S. SUCH AS STAFFF SIGNS, NEWSP	APER MEADLINES, ETC.,	USING THE DICTIONA	NY SPECE	; 24111.
5. I HAVE NO READING ABIL	ITY IN THE LANGUAGE.	,		٠.	
SECTION B.	Writin	Z (41)	•		
I. WRITE FACTUAL NARRATIV	ETTERS AND SIMILAR MAIERIAL OF F AND EXPOSITORY MATERIAL WITH E DICTIONARY CHLY RARELY,				
2. PARKLY. I CAN PRITE P	ETTERS AND CIMILAR SIMPLE WATE ACTUAL MAPRATIVE AND EAPOSITOR WHICH MAY 40,1 OE MATIVE, USIR	F WATERIAN WITH PLASON	ABLE CLARITY, BITH		
	ETTERS AND SIMILAR SIMPLE MATER FOR GRAMMATICAL ERRORS AND IN C				
	ETTERS AND TIMILAR SIMPLE WATE: CAL ERRORS AND IM A VERY FOREIG				
5- 2 CANNOT WRITE IN THE L	ANGUAGE.	•			
SECTION C.	Pronuncis	tion (42)	( )	•	
1. MY PRONUNCIATION, IS NAT	11V6		ž		
2. WHILE NATIVES CAN DETEC	T AN ACCENT IN MY PROMUNCIATIO	W THEY HAVE NO GIFFICU	LTY UNDERSTANSING	wt.	
3. MY PRONUNCIATION IS OBV	lought foreign, But they mark	Y CAUSES BIFFICULTY FO	R MATIVES TO COSE	ST440.	
4. MY PRONUNCIATION IS DEC	ASIONALLY DIFFICULT FOR NATIVE	B TO unnerstand.	`		
5. I HAVE NO SKILL IN PRON	UNCIATION.				
•	CONTINUE ON RI	EVERSE SIDE			
ONW NO. 444C	SECR	ET			£4-453

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STANDARIE U 9 FIVIL	FORM 57 NOV 1947 STRVICE COMMISSION	PLICATION I	OR FEDERAL EMP	LOYI. IT				
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	7. LEGAL OR WOTING RESIDENCE (STATE)	9. CALIFORN	(B) HONG PHONE			******	POINTS	
1000	CALIFORNIA  Date OF BIRTH (month; day, year					*********	POINTS	
POURCEAENT	Nov. 11, 1925	<i>(1)</i>	Single	·			WIPE	
Y.Es	PLACE OF BIRTH (city and State;			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			WIDOW	
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(1)	DYMUNI (month, year)	PRES	ENT POSITION	PERCENDING GRADE (III	LSALARY	OR EAHNUNG	194	
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I your answer to question 27, 28, or 28 above is "yes," as them 34 the names of all such organization, associate, venients, groups, or combination of persons and dire- mbership. Give complete distals of your action rein and make any explanation you desire tegars, in inchingship or activities therein.	100			37 (A) WERE YOU EVER IN THE URBILD STATES MILITARY OR MAVAL STRVICT DURING TIME OF WART.  (R) IS THE WORD "HOW WERE E" OR THE WORD "BATISFACTORY" USED	-
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T OR INPARIESACTIONY STRUCK FROM ANY INSTITUTE ( YOUR ADSIVET IS "Yes," give in Item 39 the news a reas of employer, diste, and reason in each reaso.  HAVE YOURYER DITH BARRED BY THEU 5 CIVE STRUCK COMMISSIONED		-	<u>}                                    </u>	THAN AND RECEIVE A CAMPAIGN RAPPE ON SERVICE RIBBOH!  OF ARE YOU A CHSTRLED VETTRANT  If an and you have not listed your disability in answer to	- -
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l consideration can be given to your physical ethom : Job.	·*		X	The information contained in the answers to Question 37 above has been	
VI YOU RECEIVE AN ARMENTY FROM THE URISED STATES OR DISCR DEUMBIA GOVERNMENT WIRLE ANY RETIREMENT ACTION AND CON- THEIR COMPENSATION FOR MUSERRY OR NAVAL SERVICES.	UZS		<b>k</b>	fied by compensate with the discharge certificate on	i V
your analys is "Yes," give complete details in Ireas S ract for 14TAILIO ANDRES TO Utilin us affore, (incluses a		·Sat	4 (4)		
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If more space is required, use paper the same size as the reach	White	00.	ach s	heet your name, address, date of both, and examination title. Attach to	maid
s application				that you have answered ALL questions correctly.	
CERTIFY that the statements made by we in belief, and are made in good faith.	this a	ppli	catic	n are true, complete, and correct to the best of my knowle	dge

### PERSONAL HISTORY STATEMENT

Instruct	ions	<ol> <li>Answer all questions completely. If question does not apply we able." Write "unknown" only if you do not know the answer and the answer from personal records. Use the blank pages at the for extra details on any question or questions for which you do cient room.</li> <li>Type, print or write carefully; illegible or incomplete forms will a sideration.</li> </ol>	nd of this for not have suf
	Н	AVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS	Tos or No
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•	A.	PULL NAME Mr. TENNENT HARRINGTON BAGLEY Ext.  (Use Mo Last Hop	· · · · · · · · · · · · · · · · · · ·
		- after 20 June: 2168 Florida ave. N.W. Washingto PRESENT ADDRESS - until 20 June: Hotel de la Truite Ferney-Voltaire	Country Codery
•		PERMANENT ADDRESS 2005 Soledad ave, La Jolla California, Biate	US4 '
	_	NICKNAME PETER WHAT OTHER NAMES HAVE YOU USED?	Country
	C.	Where? By What Authority  DATE OF BIRTH 11 Nov. 1925 PLACE OF BIRTH Annapolis, Mary/and Butter	·
		PRESENT CITIZENSHIP U.S.A. BY BIRTH? BY MARRIAGE	
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SEC.	4.	C	HILDREN OR DEPENDENTS (Include partial dependents)
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		3.	BAME RELATIONSHIP AGE
			CITIZENSHIP ADDRESS St. & No. City State Country
SEC.	5.	7/	THER (Give the same information for stepfather and/or guardian on a separate sheet)
	٠		
			LIVING OR DECEASED DATE OF DECEASE CAUSE
			PRESENT, OR, LAST, ADDRESS
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			CITIZENSHIP WHEN ACQUIRED? WHERE? City State Country
		•	OCCUPATIONLAST EMPLOYER
•			EMPLOTER'S OR OWN BUSINESS ADDRESS GI. & No. City State Country
			MILITARY SERVICE FROM TO BRANCH OF SERVICE
			COUPTRY DETAILS OF OTHER GOVT SERVICE, U.S. OR FOREIGN.
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SEC.	6.	MC	THER (Give the same information for stepmother on a separate sheet)
	r		FULL NAME  First - Middle Last
•	٠,	,	LIVING OR DECEASED DATE OF DECEASE CAUSE
~			PRESENT, OR LAST, ADDRESS St. & No. City State Country
			DATZ OF BIRTH PLACE OF BIRTH
			CITIZENSHIP WHEN ACQUIRED? WHERE? City State Country
			IF BORN CUTSIDE U.S. INDICATE DATE AND PLACE OF ENTRY

SEC. 13	EDUCATION	-	:		
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SEC. 13	MILITARY, NAVAL OR OTH				
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	INDICATE MEMBERSHIP IN	MILITARY DESER	WE ORGANIZATIONS	•	
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SEC. 14.	CHRONOLOGICAL HISTORY FOR ALL PERIODS, INCLUD OF UNEMPLOYMENT. GIVE PERIODS OF UNEMPLOYMEN  — 10 e ound	E CASUAL EMP	LOYMENT, INCLU ND STATE WHAT	DE ALSO PERIO	DS
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SEC. 18. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U.S. — (Give residence and business addresses where possible.)

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#### SEC. 23. GENERAL QUALIFICATIONS

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SEC. 24.	M	ISCELLANEOUS
		DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED, OR ARE YOU NOW OR HAVE YO EVER BEEN A MEMBER OR, OR HAVE YOU SUPPORTED ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT IN THE UNITED STATES?
٠		IF "YES", EXPLAIN: No.
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	. <b>c.</b>	HAVE YOU EVER BEEN ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF LAW OTHER THAN A MINOR TRAFFIC VIOLATION? IP SO, STATE NAME OF COURT CITY, STATE, COUNTRY, NATURE OF OFFENSE AND DISPOSITION OF CASE:
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SEC. 25.	PE	RSON TO BE NOTIFIED IN CASE OF EMERGENCY:  NAME Mrs. David W. Basley Relationship mother
	,	ADDRESS 2005 Soledad Que La Jolla CALIFORNIA, USA COUNTY
SEC. 26.	YO'	U ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HERE- WILL BE INVESTIGATED.
•		THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH Y BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY
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SEC. 27. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT Ferney Vol	taire (ain). France	DATE 11 May 1950
3	. City and State	ennent of Bagley
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USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF THE ADDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.

## EJR. ICT. NOTI ICATION OF GREATING OR I'F REVOCATION OF STAFF CRYPTOGRAPHIC CLEARANCE (HR 90-4).

30 Bl. J.

1. AN ENTRY IN ITEM (I) DENOTES THAT THE ABOVE NAMED INDIVIDUAL MAS BEEN GRANTED A STAFF CRYPTO-GRAPHIC CLEARANCE. AN ENTRY IN ITEM (2) DENOTES THAT THE STAFF CRYPTOGRAPHIC CLEARANCE HELD BY THIS INDIVIDUAL HAS BEEN REVOKED. THE CLEARANCE, OR REVOKATION, IS TERFCLIVE AS OF THE MONTH AND TEAM IMPRINTED APOVE, SUBJECT HAS BEEN BIEFFD OR DEBNIEFED, AS APPROPRIATE, CONCERNING, ENPROORABHIC AND RELATED COMMUNICATIONS SECURITY MATERS AND HAS SIGNED A BRIFTING/DEBNIEFING, STATEMENT, AS APPROPRIATE, ACKNOWLEDGING RESPONSIBILITY FOR THE PROTECTION OF ENVIRONMENT INFORMATION, UPON REVOKATION OF THE CLEARANCE SUBJECT IS NOT AUTHORIZED TO HAVE PUBLIER CUSTODY OF, ACCESS TO, OR OTHERWISE GAIN PUTURE KNOWLEDGE OF STAFF CRYPTOGRAPHIC MATERIAL OR INFORMATION.

2. WALL EMPLOYEE NO LONGER REQUIRES THE CLEARANCE IN GROER TO PERFORM HIS/HER ASSIGNED DUTIES, IT IS REQUESTED THAT THE COMMUNITY FIRMS SECURITY STAFF, OC, BE NOTIFIED SO THAT THE CLEARANCE MAY BE REVOKED,

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Donald J. Backett

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# Office Memorandum • United States Government

TO Chief, Employees Division, Special Support Staff DATE: 29 May 1950

FROM : Chief, Personnel Security Branch

SUBJECT: BAGLEY, Tennent Barrington - 38638

Reference is made to your memorendum dated 25 May 1950 requesting an extension of the security approval granted for subject.

This is to advise that the security clearance granted on 29 August 1969 is still in effect, provided subject enters on duty within 60 days from this date.

THE TRUES DIVISION

CONFIDENTIAL

Ewal Steen DRISS MAN

Case 1/23

SECURITY APPRIVAL

COMPLETE THE CO.

To : Personnel Officer ____ Date: 29

Date: 29 August 1949

From : Chief of Inspection and Security

Number: 38638

Subject: BAGLEY, Tennent Harrington

1. Note "X" below:

Security approval is granted subject for access to classified information contingent upon the receipt of derogatory information at some future date.

Provisional clearance for full duty with CIA is granted under the provisions of paragraph 4, Administrative Instruction 10-2, which provides for a temporary appointment pending the completion of full security investigation.

Unless the applicant enters upon duty within 60 days from above date this approval becomes invalid.

Your memorandum dated 1 June 1949 stated Subject is an applicant for the Advisory Council.

Chief, Personnel Security Division

CONFIDENTIAL

Pyri

FORM NO. 38.101

RECORD OF PREVIOUS GOVERNMENT SERVICE RETURNED TO FEDERAL RECORDS CENTER IN ST. LOUIS, MO.

MEMORANDUM FOR THE CHIEF, PERSONNEL SECURITY DIVISION

SUBJECT: Request for Security Clearance for

Tonnent H. Bagley Intelligence Officer P-8 \$4479.60 Advisory Council

- l. It is requested that the security investigation be initiated on the above named person, who is being considered for a position with the Central Intelligence Agency.
  - 2. Attached hereto are the required copies of the Personal History Statement.
- 3. Please notify this office in writing upon completion of the security investigation.

WILLIAM J. KELLY

Chief, Personnel Branch

Attachments:

Sep 1948

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Per our conversation.	. ·	•	
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FORM NO. 37.9 SEP 1947

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Persongel Director, CIA

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FROI's

Terment No Bagley

1. It is recreated that permission the recruit from the Parine Corps and the Collective Corvice for subject to leave the country on a two-year assignment with this Agency and Strain.

2. Relow is the information on subject unit:

Selective Cervice:

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Classification:

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11th Parine Corps Accorde District Farine Reserve

3. Subject to been to Arency since 24 July 1990 and is unusually well call for a libit gence work in Austria. If the above permissions are granted, subject will be sent invediately to his assignment.

> idth T. Curnifohar Acting Crief, FOF

APPROVEDS

Special Coerations

lli November 1950

TO: Sployees Div

TA:

ROM: FOM

SUBJECT: Tennent H. Bagley

Mr. Barley has been recalled in active duty as a first Lieutenant in the Marine Corps will effective tate 11 becember 1950. The order is by letter Mc-121761 of Headquarters U. S. Marine Corps, Nashington, D. C., dated 3 Navember 1950 and addressed to his home in La Jolla, Carlornia (copy attached). Since Mr. Barley is on duty in Washington, he did not receive the order until 13 November 1950.

Itr. Esgley was employed by this Agency on 24 July 150 as a Research insignt assigned to the Advisory Council. Since reporting for duty, he has been in the Training Courses and will complete the Advanced Operations course on 1 December 1950. During this period, however, it has been agreed that his qualifications could best be utilized as an Intelligence Officer in Germany, and the papers are may in requesting his transfer to FDM for that purpose.

Request that Mr. Baglive deferment from recall to active duty with the Marine Corps be arranged on the grounds that his work in the Training spursos has shown him to be unusually well qualified for intelligence work in Germany and that men of his caliber and backs. And have still backy needed by the German Station. It this effected can be arranged, he will be sent to Germany as 3-9 II alligence Officer at the earliest opportunity.

Richard Helms Chief, MM

Attachment

APPROVED

W.S. Thang

#### SECURITY INFORMATION

HENORANDUM FOR THE FILE OF: Tennent H. Bagley

FROM: Office of the Personnel Director

Reserve to have the above-hand subject's active duty orders cancelled. This action was taken because, due to his training and experience, it was felt that the subject would be of more service to the United States as an employed of the Central Intelligence Agency than he would be as a member of the Armed Forces.

2. Should the subject resign or otherwise be separated from CLA, please notify this office immediately in order that this cancellation action may be revoked and the subject will be made a free agent.

GEORGE E. MELCON Acting Personnel Director

For the Use of PD(C) or PD(O)

Office of the Personnel Director notified on that the subject has resigned or otherwise been separated from CE.

(Signature)

SECRET

SECURITY INFORMATION

## SECURITY DIFORMATION

NEMOKANDUM FOR THE FILE OF L

FROM: Office of the Personnel Director

1. On 35 Moy 51 this office arranged with National He quarters of Selective Service that the above named subject be deferred this office arranged with National Hunduntil further notice. This action was taken because it was felt that the subject would be of more service to the United States as an overseas unployce with the Central Intelligence Agency than he would be as a member of the Armed Forces.

2. Should the subject to transferred to a departmental position, or should he resign or be otherwise separated from CIA, please notify this office immediately in order that his deferment may be cancelled.

> GEORGE E. MELOON Acting Personnel Director

For the Use of PD(C) or PD(O)

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Office of	the Personnel	Director	notified of	n .	of	the
following	action on the	subject:		1		

Transfer to a departmental position within CIA Resignation or other type of separation from CIA

DATED AT JUNY :

MEMO

(Signature)

SECRET

· SECURITY INFORMATION

REPRODUCTION MASTERS

BIGGRAPHIC

BIOGRAPHIC PROFILE

Handle With Care